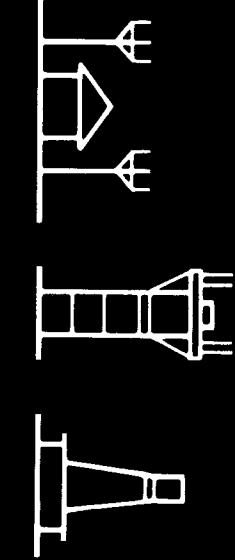


DEMOGRAPHIC PROFILES OF THE AIRWAY FACILITIES WORK FORCE

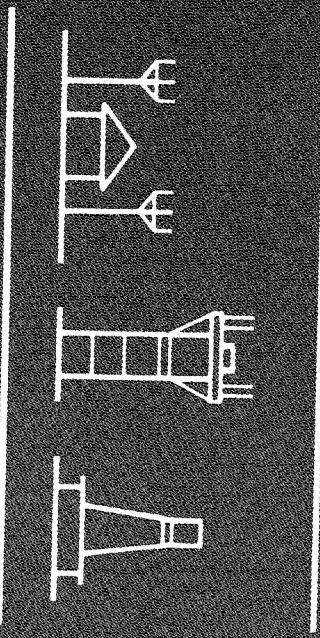
ANNUAL REPORT
FY 1993 YEAR-END DATA



U.S. Department of Transportation
Federal Aviation Administration

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INTRODUCTION



DEMOGRAPHIC PROFILES OF THE AIRWAY FACILITIES WORK FORCE

ANNUAL REPORT
FY 1993 YEAR-END DATA

PREPARED FOR:

RESOURCE MANAGEMENT (AFZ)
FEDERAL AVIATION ADMINISTRATION (FAA)

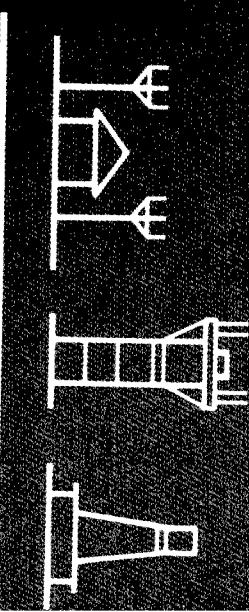
PREPARED BY:

FU ASSOCIATES, LTD.
Lisa Cuebas
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JUNE, 1994



U.S. Department of Transportation
Federal Aviation Administration



FOREWORD

This is the Federal Aviation Administration's (FAA) ninth annual edition of the *Demographic Profiles of the Airway Facilities Work Force*. The intent is to publish this document annually using fiscal-year-end data. This edition of the *Demographic Profiles* illustrates the Airway Facilities (AF) work force as of the end of FY 1993. All full-time permanent (FTP) AF personnel at regional headquarters, regional field organizations, and the National Field Support Group (NFSG) are included in these profiles, whether their funding source is Operations (OPS) or Facilities and Equipment (F&E), and whether direct or reimbursable. The first edition of the *Demographic Profiles* was produced in 1986 by the Transportation Systems Center (TSC), Cambridge, Massachusetts, as part of its support to the FAA's System Maintenance Service (ASM) [now known as Resource Management (AFZ)] in the planning and implementation of the new maintenance program for the National Airspace System (NAS). This edition was produced by Fu Associates, Ltd., Arlington, Virginia, who produced the FY 1990, FY 1991, and FY 1992 editions as well. The FY 1988 and FY 1989 editions were produced by the FAA's Human Resource Division of the Civil Aeromedical Institute (CAMI).

The basic format of this document has been retained to permit chart-by-chart comparisons between this edition and previous editions. Data in the profiles are displayed in tabular and/or graphic format. Seemingly infinite combinations of data and presentations can be developed on the work force demographics. This edition contains over 300 tables and graphical representations. The information presented in this document was chosen because of its broad general interest and applicability to FAA management planning purposes. It is important to note that various graphs and tables (e.g., physically challenged population distributions) have been added to reflect the changing needs and interests of the FAA.

While some issues are not as significant as they once were, other topics, such as work force diversity, may be of greater concern. For this reason, the last page of this edition is a tear-out questionnaire addressing the presentation, content, and usefulness of the *Demographic Profiles*. In order to make this documentation as helpful as possible, we need your input. Specific graphs and tables may be included that may no longer be useful. In addition, we encourage suggestions for additional information or alternative presentations which can be incorporated in future editions, if sufficient general interest is expressed and the source data elements are available from the Consolidated Personnel Management Information System (CPMIS). Please take time to complete this questionnaire. Additional comments and suggestions should be directed to Elmer Frasure, Work Force Planning and Development Division, AFZ-200.

Sincere thanks and appreciation are extended to Fu Associates, Ltd., for their outstanding work in preparation of the *Demographic Profiles*. We also express our gratitude to the Human Resource Information System Division, APN-100, for its cooperation in providing the CPMIS data elements.



George Terrell
Acting Director, Resource Management

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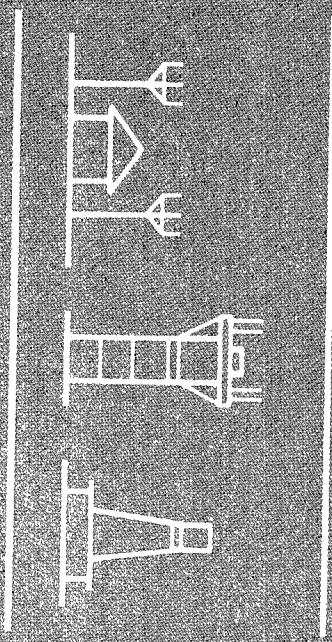
Appendix

Relationship Of Systems Maintenance, Field Maintenance, And Demographic Profiles Population

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INTRODUCTION



INTRODUCTION

This is the ninth annual report on the characteristics of the Federal Aviation Administration's (FAA) Airway Facilities (AF) work force. The document is designed to provide basic demographic information on all field organizations engaged in maintenance and establishment of the National Airspace System (NAS). The information presented in this document was acquired from the FAA's Consolidated Personnel Management Information System (CPMIS), representing the AF work force as of the end of the 1993 fiscal year (FY). It is intended for FAA management planning purposes.

In this report, the AF work force is defined as: all full-time permanent (FTP) AF personnel located in regional headquarters, Air Route Traffic Control Centers (ARTCCs) or General National Airspace System (GNAS) sectors, or the National Field Support Group (NFSG) (ASM-400 and 600). Personnel are included whether the funding source is Operations (OPS) or Facilities and Equipment (F&E) and whether the funding is direct or reimbursable. The report provides information about the work force funding sources, demographic characteristics, and retirement eligibility, by organization, sector types, career fields, and functional categories. It should be noted that FAA Washington, D.C. Headquarters, Technical Center (ACN-300), and Academy (AMA-400) personnel were *not* included in these graphs and tables.

Three major population groupings of work force personnel are presented in the Demographic Profiles: 1) the Total AF Population (Section 2.0); 2) the Engineering/Technician Subpopulation (Section 3.0); and 3) the Field Maintenance Appendix A presents a table demonstrating the relationships among various populations and funding sources.

Section 1.0 Highlights: FY93 and Prior Year Comparisons

presents comparisons of FY93 information to data from prior years for changes in population, age, length of service, and retirement projections.

Sections 2.0 The Total AF Population

presents information on the overall population by age, length of service, funding sources, pay plan and grade, function, type of appointment, and education.

Section 3.0 The Engineering/Technician Subpopulation

focuses on the engineering/technician personnel showing distributions by career fields, organization, age, and length of service for the total regional, NFSG, ARTCC, and GNAS engineering/technician populations.

Section 4.0 Retirement Eligibility

presents statistics on the numbers of personnel eligible for retirement. Projections are presented over a ten year period by fiscal year. Displays are included for the total population and regional subpopulations; by career field for the total AF engineering/technician population and the regional engineering/technician subpopulations; and by function for the total AF engineering/technician population and regional subpopulations. Cumulative ten year retirement eligibility statistics by organization are also included for the total AF population and total engineering/technician population. In addition, there are cumulative three and five year retirement eligibility projections for Electronics Technicians presented collectively for ARTCC and GNAS sectors.

Section 5.0 The Field Maintenance Subpopulation

presents statistics on the "hands-on" field work force. This subpopulation is reviewed in terms of regional and sector type distributions, age, length of service, career field, retirement eligibility, and pay plan and grade.

Section 6.0 Equal Employment Opportunity

presents EEO statistics by gender, race, managerial/supervisory, and physically challenged categories.

Appendix A: Relationship Of System Maintenance, Field Maintenance, And Demographic Profiles Populations

relates the population included in this Demographic Profiles document to the FAA's budgetary definition of systems maintenance and field maintenance populations.

DEFINITIONS AND EXPLANATIONS

To facilitate understanding and use of the Demographic Profiles, the following definitions and explanations are provided:

Career Field

Two sets of *career field* categories are used in the profiles to differentiate employees by their particular specialties: a basic set which differentiates engineers and technicians in the overall AF work force, and an expanded set used for the Field Maintenance Subpopulation which differentiates the technical and support personnel in "hands-on" positions in the work force.

In the basic set for the Engineering/Technician Subpopulation, career field categories designating engineers and technicians include: General, Civil, Electronics, and Other Engineers, as well as Environmental, Communication, Nav aids, Radar, and Technical Management Technicians. These categories are more specifically defined under the Engineering/Technician Subpopulation below.

In the expanded set for the Field Maintenance Subpopulation, career fields are divided into two major groupings: 1) Technical Population and 2) Support Population. The Technical Population includes all the career fields for engineers and technicians as defined in the basic set above and adds Computer Specialist/Operator and Sector Management categories. The Support Population is composed of three career field categories: 1)Logistics Support; 2) Clerical/Administrative; and 3) Skilled Labor (wage grade).

Engineering/Technician Subpopulation

The *Engineering/Technician Subpopulation* selects engineers and technicians from the total AF work force for presentation. The distribution of engineers to career field categories is based on their Civil Service classification series. The career field categories for engineers are General Engineer, Civil Engineer, and Electronics Engineer. Only Electronics Engineers (GS-855s) are in the "Electronics Engineer" category. Electrical Engineers (GS-850s) are included in the "Other Engineering/Technician" category due to their small numbers.

Technician categories are Environmental, Communication, Navaids, Radar, Automation, and Technical Management. The Environmental category encompasses Engineering Technicians (GS-802s) and Maintenance Mechanics (WG-4749s) since both types of technicians are involved with environmental support activities. Electronics Technicians (GS-856s) are further categorized into career fields through the use of "STATSPEC" codes in CPMIS in the following manner:

CAREER FIELD	STATSPEC CODES
Communication Technician	"C" -- Communications
Navaids Technician	"N" -- Navaids "P" -- Navaids/Communication
Radar Technician	"Q" -- Radar/Communication "R" -- Radar/Terminal "S" -- Radar/Enroute
Automation Technician	"D" -- Enroute Automation "E" -- Radar/Enroute Automation "W" -- Terminal Automation "Y" -- Radar/Terminal Automation
Technical Management	"T" -- Technical Management

Field Maintenance Subpopulation

The *Field Maintenance Subpopulation* refers to the core of the AF work force responsible for "hands-on" field maintenance. It is defined as that population comprised of AF personnel supported by direct OPS funding working in the field. It includes personnel at the sector management level and below at both ARTCC and GNAS sectors. Regional Headquarters personnel, NFSG personnel, and field employees funded by F&E funds and reimbursable OPS funds are excluded. Regional Office controlled field positions are included if they are funded by direct OPS funds.

Functional Categories

Six *functional* categories are used to describe the nature of work carried out by AF personnel. The six categories are: 1) Managerial/Supervisory; 2) Administrative; 3) Technical/Professional; 4) Clerical; 5) Other; and 6) No Information. Distribution of personnel in these categories is based on the supervisory code (i.e., supervisory or non-supervisory) and occupational category code in the CPMIS. "Other" is one of the occupational category codes. "No Information" indicates a "blank" in the relevant field.

Length Of Service

The time intervals used in *length of service* distribution, (e.g., 0 to 3 years, 4 to 9 years, 10 to 14 years, 15 to 19 years, etc.) facilitate the identification of the numbers of AF employees with:

- Career-conditional appointments (less than 3 years of service);
- Career appointments (3 or more years of service); and
- Annual leave accrual rates of 4, 6, or 8 hours per pay period (less than 3 years of service, 3 or more years but less than 15 years of service, and 15 or more years of service, respectively).

No Information

The terms *No Information* and *Not Specified* are used to denote limited instances in which CPMIS data are incomplete. The statistics associated with these categories have been included for consistency within the Profiles (i.e., to maintain a constant total population) as well as to facilitate chart-by-chart comparisons across years.

Regions

Abbreviations for the nine FAA Regions are used throughout the tables and charts as follows:

- AL -- *Alaskan Region*, includes Alaska.
- CE -- *Central Region*, includes Iowa, Kansas, Missouri, and Nebraska.
- EA -- *Eastern Region*, includes Delaware, Maryland, New Jersey, New York, Pennsylvania, Virginia, and West Virginia.
- GL -- *Great Lakes Region*, includes Illinois, Indiana, Michigan, Minnesota, North Dakota, Ohio, South Dakota, and Wisconsin.
- NE -- *New England Region*, includes Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.
- NM -- *Northwest Mountain Region*, includes Colorado, Idaho, Montana, Oregon, Utah, Washington, and Wyoming.
- SO -- *Southern Region*, includes Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee.
- SW -- *Southwest Region*, includes Arkansas, Louisiana, New Mexico, Oklahoma, and Texas.
- WP -- *Western Pacific Region*, includes Arizona, California, Hawaii, and Nevada.

Retirement Eligibility

Projections of numbers of personnel *eligible for voluntary retirement* are based on Civil Service Retirement System (CSRS) eligibility requirements:

- At age 55 after 30 or more years of service, or
- At age 60 after 20 or more years of service, or
- At age 62 after 5 or more years of service.

Age and length of service are calculated from the date of birth (DOB) and service computation date (SCD) fields, respectively, in the CPMIS. There are two groups of employees to which other eligibility criteria apply. These are 1) civilians employed with a military retirement option and 2) employees enrolled in the relatively new Federal Employee Retirement System (FERS).

Retirement eligibility of civilian employees who have retired from military service cannot readily be determined because their SCDs do not reflect all of their military service. As of the end of FY93, there were 503 FTP AF employees who had retired from the military service. Any of these employees might be eligible to opt for civilian retirement before the year projected by using the SCD.

Retirement eligibility requirements for employees enrolled in FERS are the same as the CSRS requirements with one important exception. That is, FERS employees may elect a reduced annuity retirement with as little as ten years of service when they meet the minimum age requirements (effectively age 55). The potential impact of this feature on AF retirement eligibility statistics was found to be minimal for purposes of this report. Only 638 of the 4,806 AF FTP employees enrolled in FERS will reach age 55 in the next ten years. Of these individuals, 115 will also become eligible for full voluntary retirement in this period. The other 523 employees will only reach eligibility for the FERS reduced annuity retirement in the next ten years, and only 273 in the next five years.

Because the potential impact over the next ten years of the FERS reduced benefit option appears to be minimal, this document focuses only on full benefit retirement options to project numbers of employees eligible to retire. The retirement eligibility numbers include both CSRS and FERS employees.

Support Population

The *Support Population* is a subset of career fields within the Field Maintenance Subpopulation. It is composed of logistics support, clerical/administrative, and skilled labor (wage grade) personnel. A set of three corresponding career field categories is used to distinguish the support personnel.

Technical Population

The *Technical Population* is a subset of career fields within the Field Maintenance Subpopulation. It is composed of engineers and technicians, computer specialists/operators, and sector management personnel. Career field categories for maintenance personnel, therefore, are the basic set as discussed above (for differentiating engineers and technicians) plus computer specialists/operators and sector management.

Total Population

The term *Total Population* is defined as all AF personnel represented in the Profiles (i.e., FTP personnel at regional headquarters, regional field organizations, and the NFSG).

OTHER NOTES ABOUT THE DATA

- Reporting inconsistencies occurred in FY93 within the "Technical Management" and "Non-specified" career fields data for the Southern Region. Electronics Technicians (GS-856s) who should have been coded as technicians within other categories were incorrectly coded with a CPMIS STATSPEC code of "T". Thus, in this edition, the Technical Management career field category represents an unusually high percentage of the total technical population in the Southern region. The career fields affected include Communication, Navaids, Radar, Automation, and Technical Management. *Career field data from the Demographic Profiles for FY93 do not accurately reflect the number of people assigned to Technical Management in the Southern Region, and therefore affect the total work force figures as well.*
- Additionally, reporting inconsistencies accrued within the FY93 gains and losses data. The "other" category in the FY93 losses includes 12 individuals who were listed as FAA employees in FY 92, but were not listed in the FY93 data. Therefore, it was determined that these individuals were FAA losses.
- As in FY93 , reporting inconsistencies occurred in FY92 within both the "Technical Management" and "Non-Specified" career fields data for the Southern Region. *Thus, FY92 career field data do not accurately reflect the number of people assigned to Technical Management in the Southern Region, and thereby affect figures for the total work force*
- As in FY93 and FY92, reporting inconsistencies occurred in FY91 within both the "Technical Management" and "Non-Specified" career fields data for the Southern Region. *Thus, FY91 career field data do not accurately reflect the number of people assigned to Technical Management in the Southern Region, and thereby affect figures for the total work force*
- Late in FY88 reporting inconsistencies occurred within the "Technical Management" career field data for the Great Lakes Region. Electronics Technicians (GS-856s) who should have been coded as technicians within other categories were incorrectly coded with a CPMIS STATSPEC code of "T". Thus, the Technical Management career field category represented an unusually high percentage of the total technical population in the region. The career fields affected by this correction included Communication, Navaids, Radar, Automation, and Technical Management. These data were corrected in CPMIS, and reported correctly since FY88. *However, career field data from the Demographic Profiles prior to FY88 do not accurately reflect the number of people assigned to Technical Management in the Great Lakes Region, and thus, the total work force figures.*
- On the tables, percentages may not add to exactly 100% due to rounding rules utilized by the computer software packages.

- Section 4.0 *Retirement Eligibility* does not contain retirement information on the Field Maintenance Subpopulation. Section 5.0 presents all data on this subpopulation, including retirement information.
- The accuracy of this report is dependent upon the accuracy of reporting in CPMIS. Therefore, organizations are encouraged to review, complete, and correct their CPMIS records.

DIFFERENCES BETWEEN THIS AND PREVIOUS EDITIONS

FY93 Differences

Section 6.5, *Physically Disabled Population*, was dropped from the FY93 edition because of concerns by the Office of Civil Rights regarding release of these data.

FY92 Differences

An additional section was included in Section 6.0 to provide the distribution of the physically disabled population within the AF work force. Section 6.5 presents the physically disabled distribution regionally by pay plan and grade, as well as by gender and pay plan for the managerial/supervisory population.

In section 5.3, a table has been included to provide the actual number of retirements within the field maintenance subpopulation and technical population for FY92.

FY91 Differences

FY85 and FY86 data were excluded from Section 1.0. FY87-FY91 data were included in this section. The deleted data may be obtained from previous editions.

Section 5.0 has been expanded in this edition to provide a more detailed analysis of the field maintenance technical population. Section 5.4 has been added to present the career field distribution by pay plan and grade. These data are examined by total, regional, and sector type breakdowns.

FY90 Differences

In this edition, FY85 data were excluded from Section 1.0. However, FY86 to FY90 data were included for comparisons. The deleted data may be obtained from the FY89 edition.

FY89 Differences

In this edition, FY85 data were excluded from certain tables in Section 1.0 in order to maintain readability of the tables. The deleted data may be obtained from the FY88 edition.

FY88 Differences

In the FY88 edition, a change was made to the manner in which retirement eligibility was presented. In Sections 4.0 and 5.0, the FY88 edition added a separate new bar on the charts, which depicts individuals who became eligible to retire in prior years. In previous editions, those eligible in prior years were included with newly eligible in the first bar displayed. Thus, the first year's projections appeared artificially high when compared to the remaining bars which presented only newly retirement eligible in subsequent fiscal years. Comparisons of data from the FY88 and FY89 editions to prior editions can be made by adding the newly eligibles to eligibles from previous years.

There were a few other changes in the FY88 edition worth noting. First, Sections 2.0 and 3.0 were renamed to reflect the populations presented. Thus, Section 2.0, formerly entitled "General Demographics," was renamed "The Total AF Population." Section 3.0, formerly "Career Fields," was renamed the "Engineering/Technician Subpopulation." Second, the Introduction was separated from presentation of selected data. In previous editions, a set of summary data, comparing the current fiscal year's data to prior years, was presented within the Introduction. This section has grown and expanded over the past five years. In an attempt to highlight the trends, Section 1.0 is devoted exclusively to these comparison data and selected observations.

FY87 Differences

Two modifications were incorporated in the FY88 edition which affect data comparisons between this edition, FY87, and the two previous editions (FY85 and FY86). These changes involved 1) excluding employees who were not classified as FTP from the personnel described in the annual report and 2) renaming the field personnel funded by direct OPS funds from "Systems Maintenance" to "Field Maintenance" subpopulation. Discussion of these modifications is as follows:

1. Inclusion of Full-Time Permanent Personnel Only

The first two editions of the document included all types of employee appointments (i.e., FTP and other than full-time permanent (OTFTP) appointments). Inclusion of OTFTP personnel introduces biases in certain analyses, particularly those involved with population gains and losses. Therefore, only FTP employees are included. In order to allow for comparisons to previous years' "on-board" data, the year-end population statistics for FY87 were used to determine the proportion of FTP to the total AF work force. Calculation of the FY87 ratio resulted in a proportion of 97.8%. The same ratio was obtained with FY88 year-end data. This ratio, 97.8%, was then used as a factor to estimate FY85 and FY86 FTP personnel. Estimates are presented in Section 1.0.

2. Renaming of the Systems Maintenance Subpopulation.

The direct OPS funded field population is referred to as the Field Maintenance Subpopulation (Section 5.0) to be consistent with FAA budget terminology. In the FY85 and FY86 editions, this population was called the Systems Maintenance Subpopulation. The personnel included in this population is unchanged from previous editions. The Appendix relates the populations included in the Demographic Profiles to the FAA's budgetary definition of Systems Maintenance and Field Maintenance Populations.

PREVIOUS EDITIONS

The eight prior annual reports were published by the Work Force Standards and Analysis Branch (ASM-260), Federal Aviation Administration as follows:

Demographic Profiles of the Airway Facilities Work Force, Annual Report FY85 Year-End Data. Chen, S.S., Ow, R.S., and Woods, J.L. (Operations Assessment Division, DTS-59), Transportation Systems Center. March, 1986.

Demographic Profiles of the Airway Facilities Work Force, Annual Report FY86 Year-End Data. Fritten, P.J., and Woods, J.L. (Operations Assessment Division, DTS-59), Transportation Systems Center. March, 1987.

Demographic Profiles of the Airway Facilities Work Force, Annual Report FY87 Year-End Data. Fritten, P.J., and Woods, J.L. (Operations Assessment Division, DTS-59), Transportation Systems Center. March, 1988.

Demographic Profiles of the Airway Facilities Work Force, Annual Report FY88 Year-End Data. Della Rocco, P. (Kegg), Womer, W., and Williams, P.S. (Human Resources Research Division, AAM-500), Civil Aeromedical Institute. April, 1989.

Demographic Profiles of the Airway Facilities Work Force, Annual Report FY89 Year-End Data. Della Rocco, P. (Kegg), Womer, W., Williams, P.S., Holloway, K., and Holmes, C. (Human Resources Research Division, AAM-500), Civil Aeromedical Institute. September, 1990.

Demographic Profiles of the Airway Facilities Work Force, Annual Report FY90 Year-End Data. Bunce, V., Cuebas, L., Etemadi, T., Knotts, L., Wright, S. Fu Associates, Ltd. March, 1992.

Demographic Profiles of the Airway Facilities Work Force, Annual Report FY91 Year-End Data. Cuebas, L., Bradburn, W., Birch, L., Nikore, V. Fu Associates, Ltd. August, 1992.

Demographic Profiles of the Airway Facilities Work Force, Annual Report FY92 Year-End Data. Birch, L., Campbell, L., Bradburn, W., Khan, S. Fu Associates, Ltd. December, 1992.

PICTURES

The pictures included in this edition are intended to provide readers, especially those who may be unfamiliar with AF, with a visual description of the AF work force in action. These pictures present merely a few examples of a wide range of equipment and responsibilities of AF personnel. The following panels group the pictures around five general areas of specialization and training: 1) Automation/Radar; 2) Communications; 3) Navaids; 4) Environmental; and 5) Training. Photos were provided by Gerard Company. The functions of the equipment depicted in the panels are as follows:

Automation/Radar

Automation: Tandem Maintenance Data Terminal for the Maintenance Control Center (MCC) - permits maintenance commands, control, and management of NAS facilities, provides coordination of maintenance work force in restoration and maintenance activities, provides sector management with the data and information to effectively manage maintenance resources, and serves as centers for communication and coordination during emergencies. Plan View Display (PVD) of the Computer Display Channel (CDC) - provides visual display of digital radar data for center facilities. **Radar:** ARTCC Airport Surveillance Radar (ASR) - used to detect and display the azimuth and range of aircraft operating in airport terminal areas, enabling an air traffic control specialist to provide air traffic control (ATC) and advisory service to pilots.

Communications

Communications: Remote Center Air/Ground Communications Facility (RCAG) - a remote air/ground communications facility having transmitters and/or receivers and ancillary equipment serving a center. Radio Communications Link (RCL) Tower - RCL is used in lieu of lines, for transmission of video information, analog voice data, radar broad and/or digital data. Transcribed Weather Broadcast (TWEB) - records weather information for different areas of a flight advisory service and automatically sequences it in audio form via telephone lines to be transmitted.

Navaids

Navaids: ILS Localizer - provides guidance on approach path for exact alignment and correct descent of an aircraft on final approach to the runway. Glide Slope (GS) - an Instrument Landing System (ILS) navigation facility in the terminal area navigation system providing vertical guidance for aircraft during approach and landing by radiating a directional pattern of Ultra High Frequency (UHF) radio waves which are displayed by compatible airborne equipment as an on-path indication. Low Level Wind Shear Alert System (LLWAS) - provides a low-level wind shear alert warning for use by air traffic controllers in a terminal ATC environment. Second Generation VHF Omnidirectional Range (VOR) Control Terminal - radiates a VHF radio wave

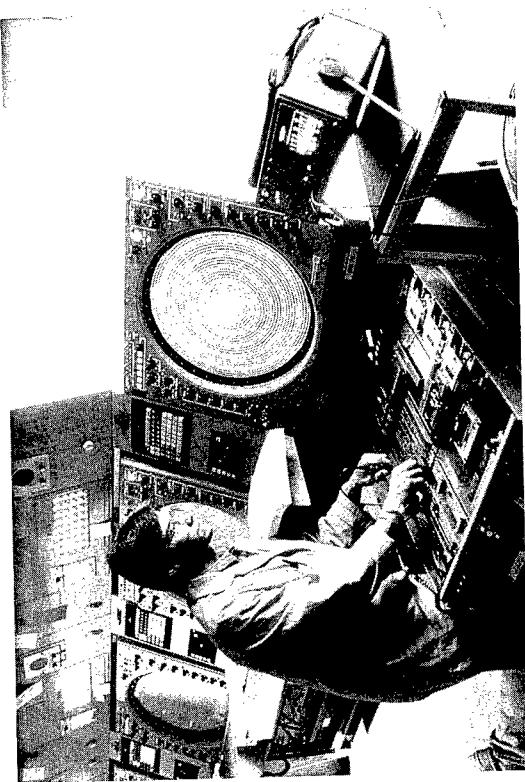
modulated by two signals whose relative phases are compared, resolved, and displayed by compatible airborne receiver to give the pilot a direct indication of bearing relative to the facility.

Environmental

Environmental: Enroute ATC System Air/Ground Radio Communications Engine Generator - provides safe and expeditious movement of aircraft operating on instrument flight rules within the controlled airspace of the ARTCC. Approach Light System (ALS) - provides guidance by radiating high intensity focused light beams in a directional pattern by which the pilot visually aligns the aircraft with the extended centerline of the runway. Control Panel for the Power Conditioning System (PCS) - provided at high priority facilities to ensure conditioned and continuous alternating current electrical power to critical loads. Cooling System for Center Building Maintenance (CTR) - the CTRB is a facility classification which provides for the center, EARTS, and CERAP building maintenance requirements.

Training

Training: Computer Based Instruction (CBI) terminals in classroom - provides training in basic principle and conceptual knowledge and includes some work task simulations. Basic Electronics training course. Shop and Lab test equipment.

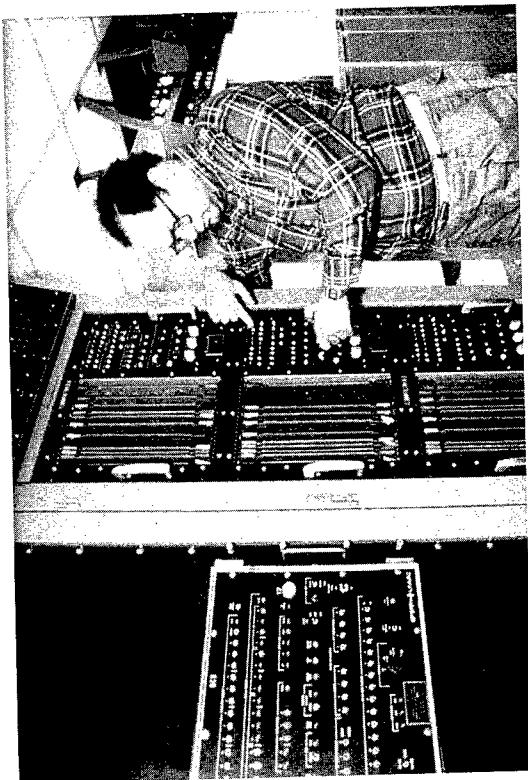


Plan View Display

Tandem Maintenance Data
Terminal for the MCC



Automation/ Radar



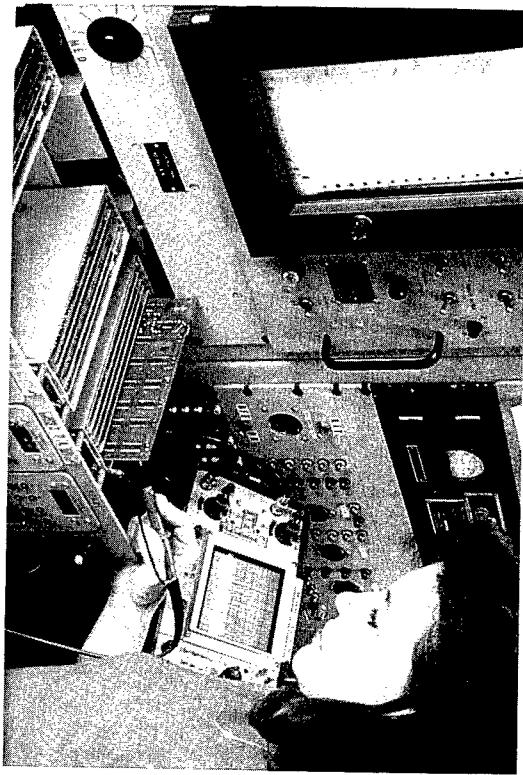
Airport Surveillance Radar

Communications

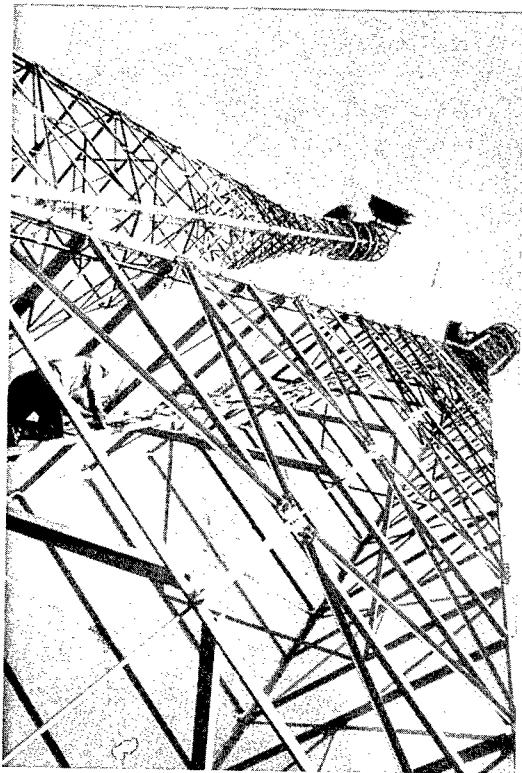
Remote Center Air/Ground
Communications Facility



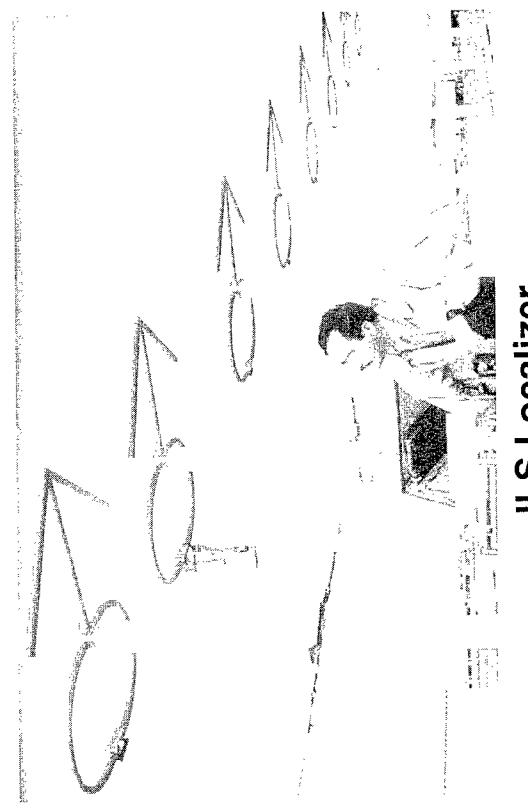
Transcribed Weather Broadcast



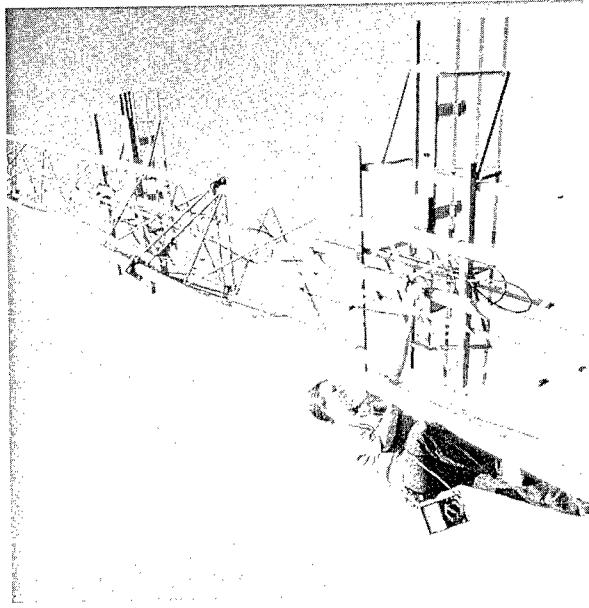
Radio Communications Link Tower



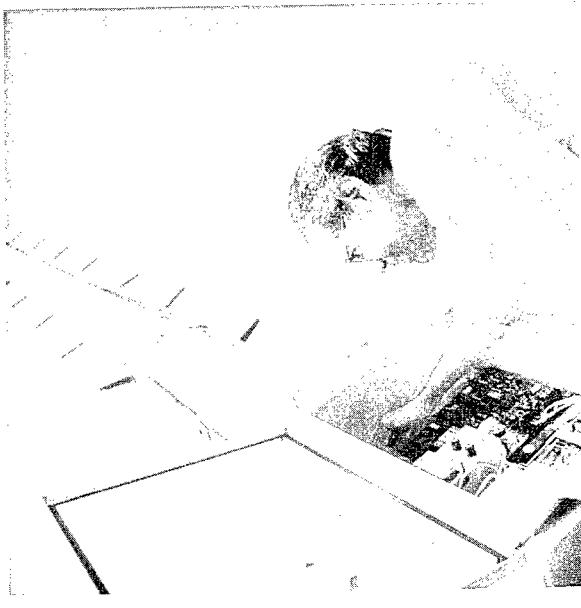
Navaids



ILS Localizer



Glide Slope

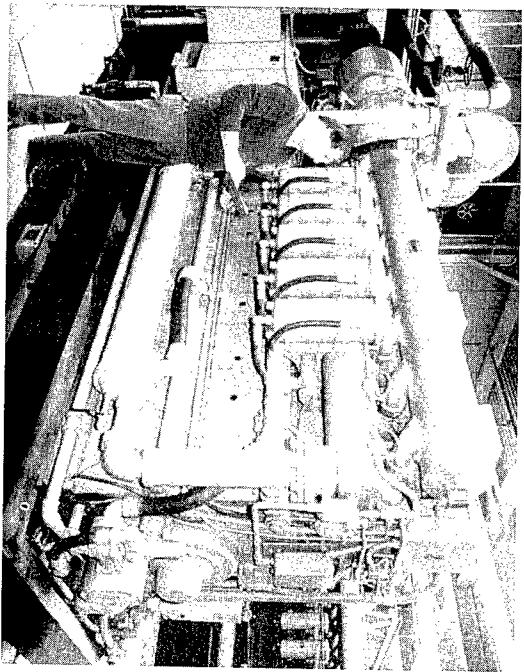


Low Level Wind Shear Alert System



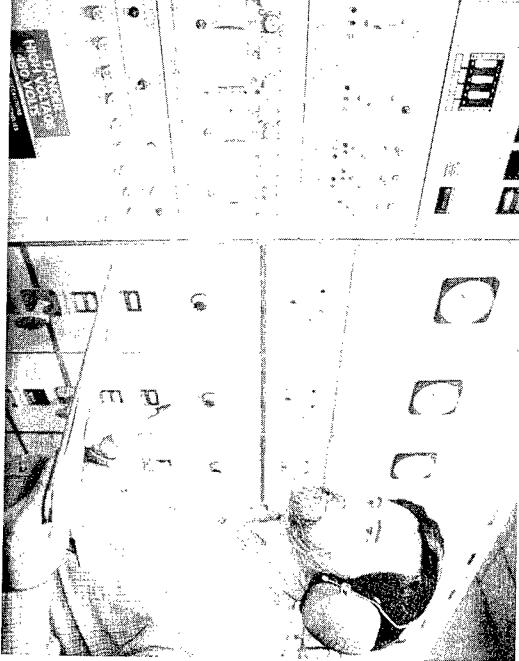
VHF Omnidirectional Range
Control Terminal

Environmental

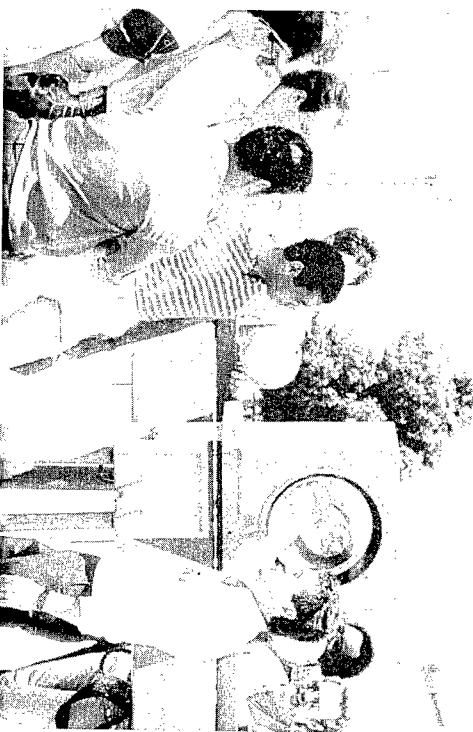


Air/Ground Communications

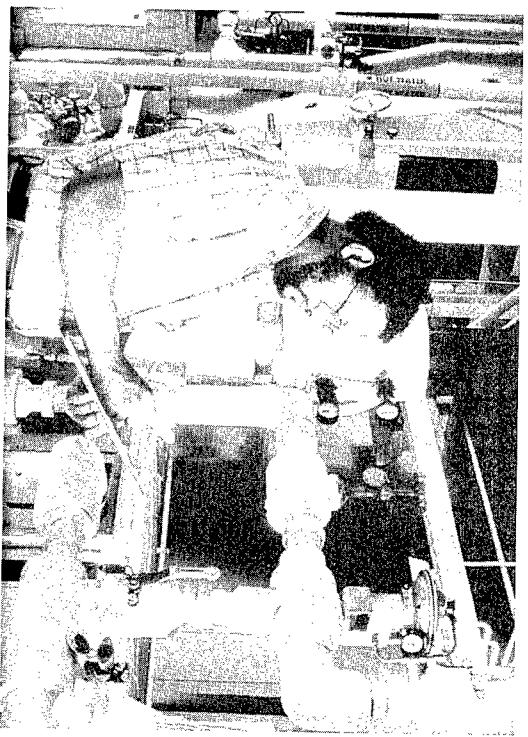
Engine Generator



Control Panel for Power
Conditioning System



Approach Lighting System



Cooling System for Center Building
Maintenance



Basic Electronics Training Course



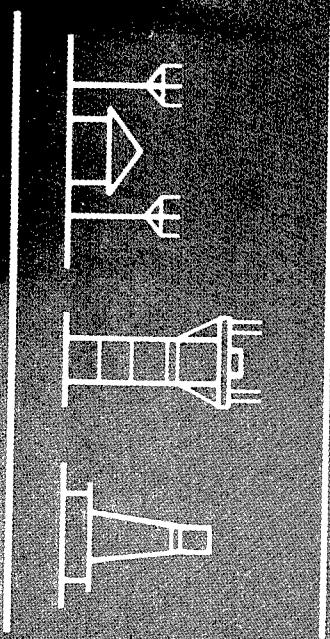
Shop and Lab Test Equipment



**Computer Based Instruction
Terminals in Classroom**

Training

1.0 HIGHLIGHTS: FY 1993 AND PRIOR YEAR COMPARISONS



EXECUTIVE SUMMARY

For FY93:

- The FY93 year-end FTP AF personnel totaled 11,236, a decrease of 44 from the FY92 year-end total of 11,280. (p. 1-3)
- Most regions experienced net losses between FY92 and FY93, with the Eastern region experiencing a 4% loss and the New England, Southern, and Western Pacific regions each experiencing a 3% decrease. Only the Alaska region and NFSG showed gains of <1% and 45%, respectively. (p. 1-6)
- Thirteen percent of the total AF work force (1,516) was eligible for voluntary retirement. Of those, 9% (129) actually retired. Those retirees represented 1% of the total AF work force. (p. 1-9)
- The NFSG and the New England regions experienced the highest rate of retirements (24% of eligibles and 3% of total population for the NFSG, and 21% of eligibles and 2% of total population for the New England region) compared to other regions. (p.1-9) The highest rate of retirements of those eligible in the Engineering/Technician Subpopulation occurred in the Radar Technicians (19% of eligibles) and Civil Engineers (17% of eligibles). (p. 1-13)

Since FY89:

- The overall average age has risen slightly from 44.3 to 44.6 years. (p. 1-14)
- The overall average length of service has increased from 18.3 to 18.5 years. (p. 1-14)
- Prior to FY90, the Central region had a high percentage of eligible, as well as actual retirements. However, this region had an average actual rate of retirement in FY91 at 4%, FY92 at 2%, and FY93 at 1%. (p. 1-9)
- In FY89 and FY90, the percent of total work force actually retiring remained constant at 5%. Between FY90 and FY91 this rate decreased to 3%. In FY93, this rate further decreased to 1%. (p. 1-9)

Over The Next Ten Years:

- Forty-four percent (44%) of the current AF work force will become eligible to retire by FY 2003. (p. 1-17)
- ARTCC sectors could be more affected by voluntary retirements than GNAS sectors. Thirty-five percent (35%) of the ARTCC Engineering/Technician Subpopulation will become eligible for retirement, while twenty-seven percent (27%) of the GNAS personnel will become eligible. (p. 1-17)
- Within the Engineering/Technician career fields, Technical Management, Environmental, Automation, and Radar Technician categories could be most affected by voluntary retirements over the next ten years as 41%, 34%, 31%, and 30% of those respective populations become eligible. (p. 1-17)

HIGHLIGHTS: FY93 AND PRIOR YEAR COMPARISONS

This section highlights selected statistics from the current edition of the Demographic Profiles of the Airway Facilities Work Force. In addition, data from the previous five years are included to allow evaluation of the trends and changes in the work force. The following table displays the year-end FTP AF population for FY89 through FY93. Also shown are the key factors contributing to population gains and losses, such as retirements, transfers, and appointments. These data were extracted from the CPMIS for FY89 through FY93. It should be noted that it was not possible to reconcile the year-end figures completely due to the difficulty in identifying all of the movement of personnel within the FAA and the Department of Transportation (DOT), either into or out of the AF work force over the course of the year.

Total Population Gains and Losses Between FY89 and FY93

	FY89	FY90*	FY91	FY92	FY93**
End of FY FTP Population	10,559	10,741	11,040	11,280	11,236
Gain or Loss	-27	182	299	240	-44
Losses					
Voluntary Retirements	-488	-517	-375	-264	-353
Resignations & Transfers	-185	-242	-195	-124	-116
Other (Internal & External)	-196	-178	-195	-138	-147
Gains					
Appointments & Reinstatements	489	772	740	545	224
Transfers from other Agencies	188	179	171	125	67
Other (Internal & External)	145	168	153	96	281

*The FY90 Gains: "Other" category includes 16 individuals whose Nature of Action code was unlisted.

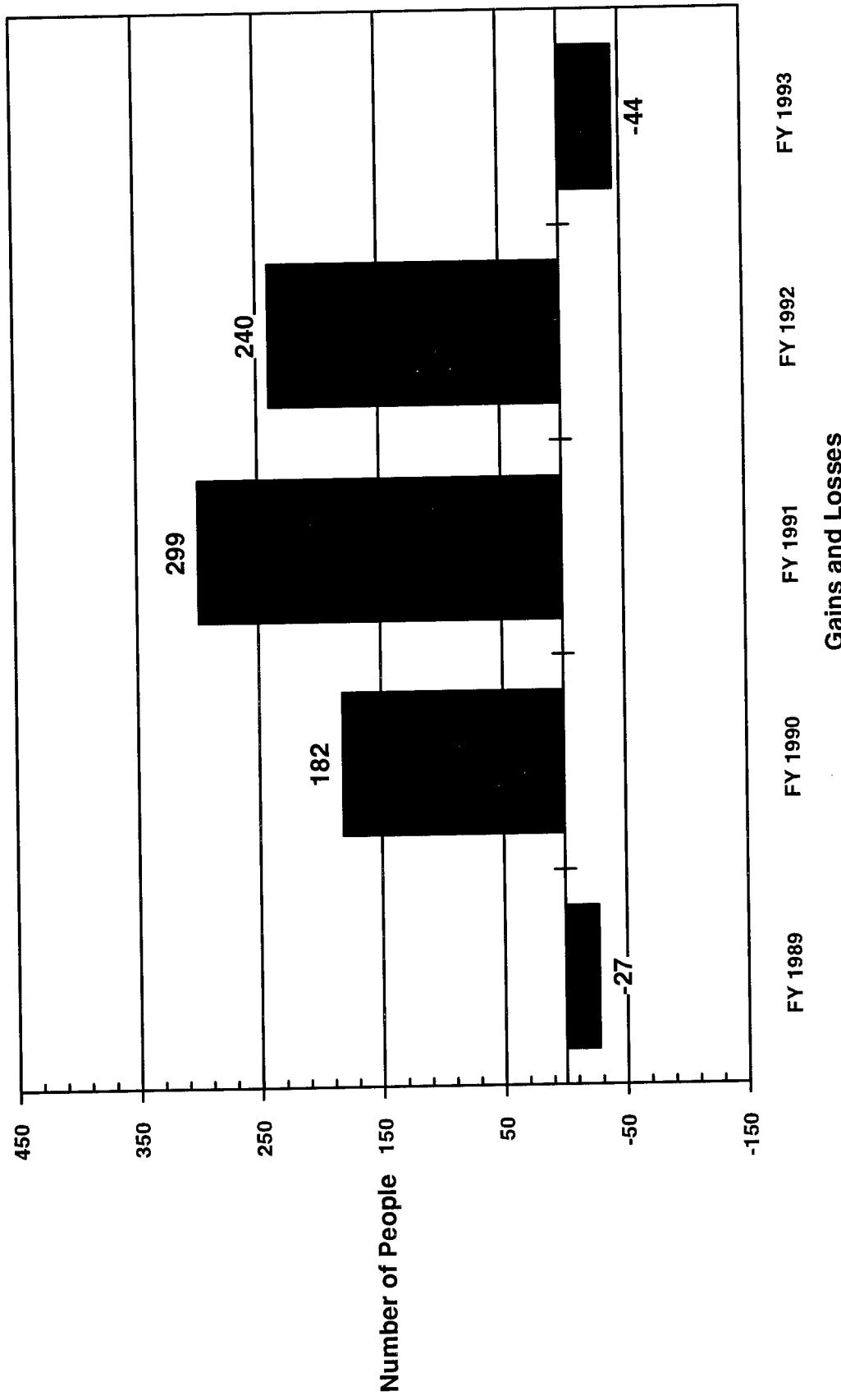
However, by using other CPMIS codes, it was determined that these people were FAA gains.

**The FY93 Losses: "Other" category includes 12 individuals who were listed as employees of the FAA in FY92,

but were not listed in the FY93 data. It was, therefore, determined that these individuals were FAA losses.

***An error was found in the FY92 Gains: "Other" category. There were 96 individuals in this category as opposed to the 196 individuals reported in the FY92 edition. The number was changed to reflect this.

**AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)**
TOTAL GAINS AND LOSSES
FISCAL YEARS 1989 THROUGH 1993

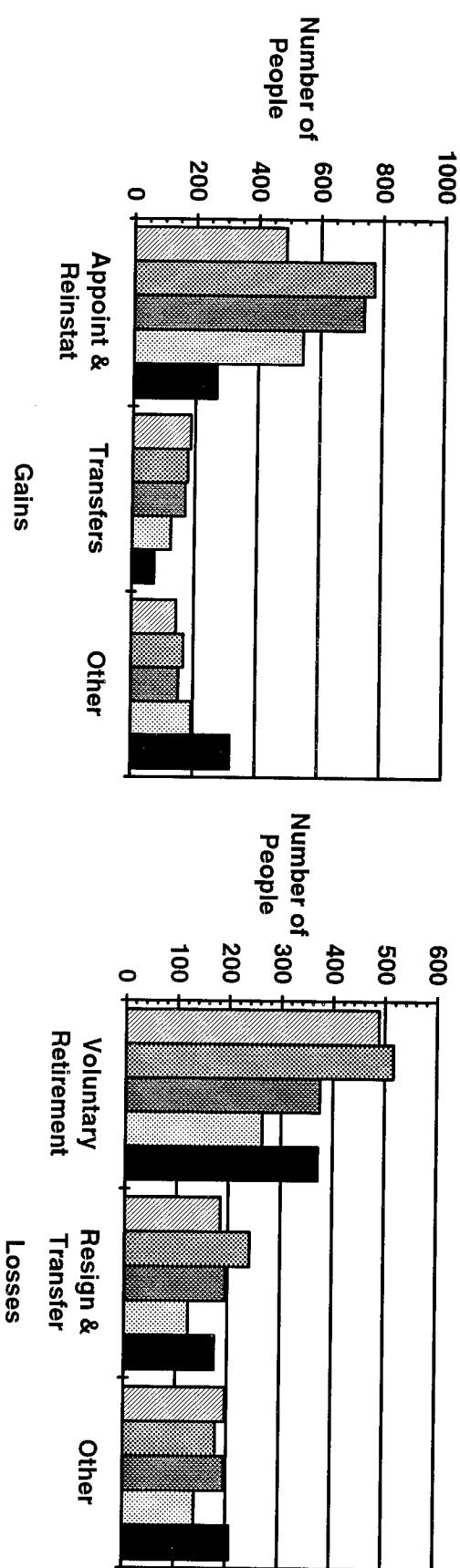


The preceding graph, as well as the two following graphs, display gain and loss data since FY89. In FY89 the total work force decreased by 27 individuals from the previous year. This decline was reversed in FY90 as overall gains in the work force increased by 182. This increase was due to a large number of appointments and reinstatements which off-set losses from voluntary retirements, resignations, and transfers. This growth trend continued in FY91 and FY92 as FTP employees showed increases of 299 and 240, respectively. In FY93, this trend reversed and a loss of 44 FTP employees was reported. This loss was the result of a slight increase in retirements coupled with significant decreases in appointments, reinstatements, and transfers from other agencies.

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS (AS OF SEPTEMBER 30, 1993)

GAINS AND LOSSES

FISCAL YEARS 1989 THROUGH 1993



The total number of FTP employees in the AF population during FY93 (11,236) decreased slightly from the FY92 total (11,280) resulting in a total loss of 44 employees. This total reduction in the work force in FY93 as compared to FY92 equates to less than a 1% decrease in the work force population. The following table shows how the FY93 population change was distributed by organization. The percent changes ranged from -4% for the Eastern region to 45% for NFSG. All organizations experienced net losses to work force size except Alaska, the Southwest regions, and NFSG.

Population Changes in the Total AF Work Force by Organization

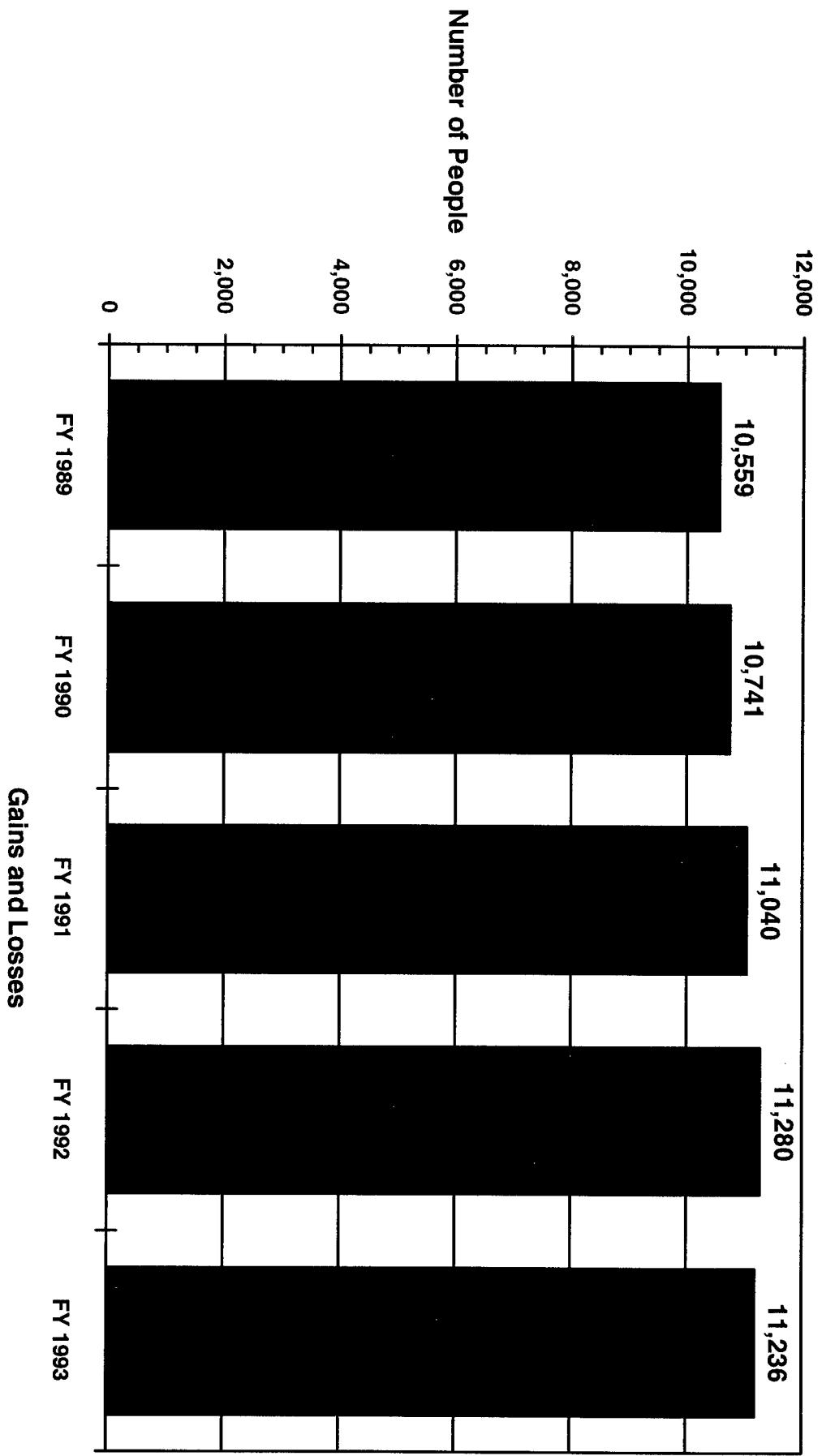
	Organization						NFSG	Total	
	AL	CE	EA	GL	NE	NW	SO	SW	WP
For FY93									
FY93 FTP Population	637	696	1,312	1,534	490	1,224	2,044	1,434	1,470
Population Change	12	-10	-52	-27	-17	-25	-67	4	-41
Percent Change (FY92-FY93)	2%	-1%	-4%	-2%	-3%	-2%	-3%	<1%	-3%
For Prior Years									
FY92 FTP Population	625	706	1,364	1,561	507	1,249	2,111	1,430	1,511
Percent Change (FY91-FY92)	3%	1%	2%	4%	2%	1%	1%	3%	3%
FY91 FTP Population	605	698	1,340	1,508	499	1,238	2,095	1,393	1,463
Percent Change (FY90-FY91)	4%	5%	2%	1%	5%	3%	5%	1%	2%
FY90 FTP Population	581	662	1,318	1,498	475	1,205	1,987	1,379	1,434
Percent Change (FY89-FY90)	10%	0%	-4%	1%	5%	5%	<1%	2%	1%
FY89 FTP Population	528	662	1,366	1,488	452	1,152	1,979	1,348	1,426

On the following two pages are graphical displays showing population figures for the total AF work force nationally and by region for FY89 through FY93. Over this time span, the work force increased by 677 employees, or 6.4%.

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

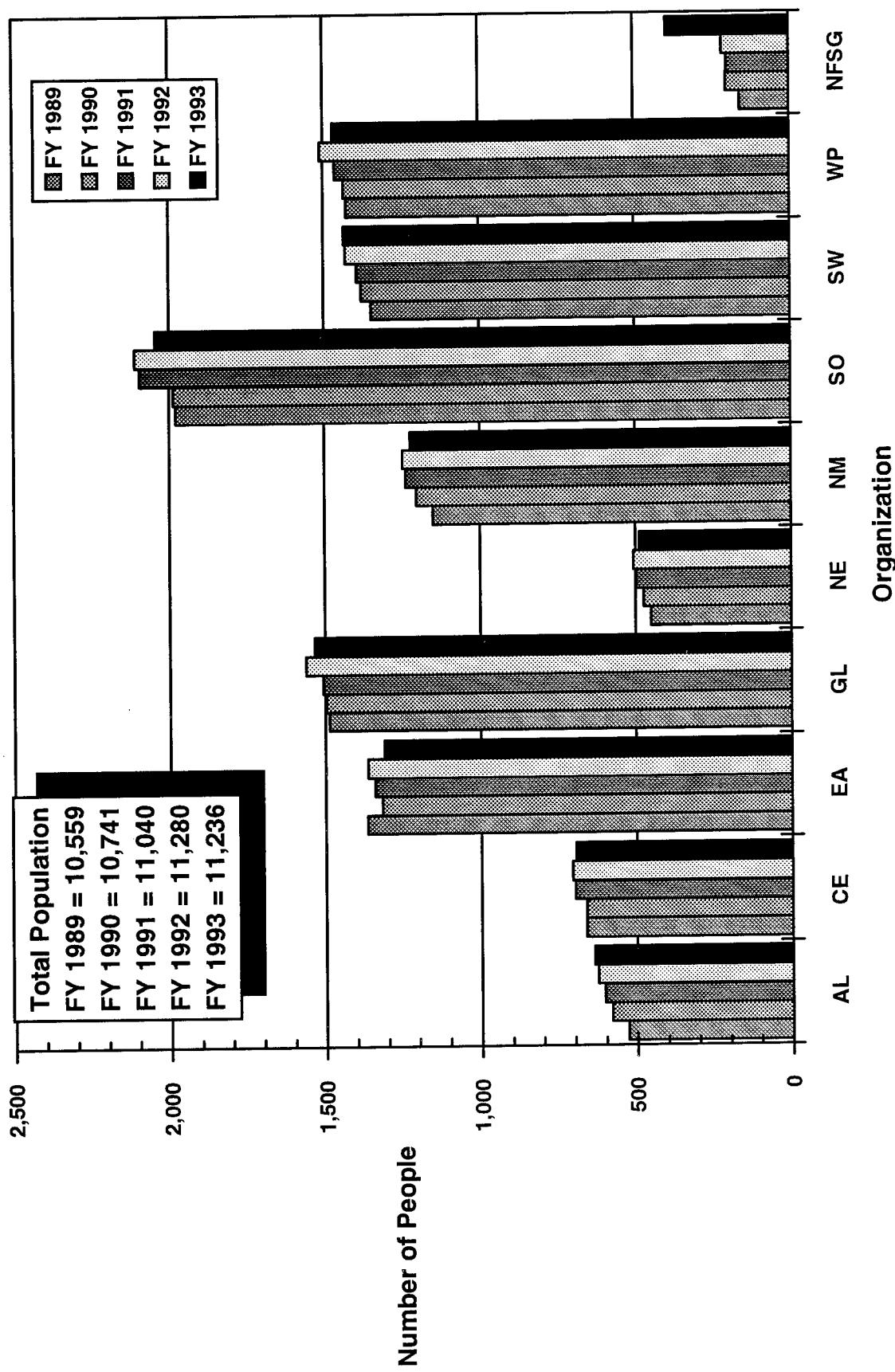
TOTAL FTP POPULATION

FISCAL YEARS 1989 THROUGH 1993



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

**FTP POPULATION BY ORGANIZATION
FOR FISCAL YEARS 1989 THROUGH 1993**



The following table compares FY93 *actual/voluntary* retirements to the number of people *eligible* to retire for the total population, by organization. Also included are the four prior years' retirement rates. Based upon projections of retirement eligibility, a total of 1,516 AF employees were eligible for voluntary retirement in FY93. This projection includes personnel in the work force of September 30, 1993, who became eligible prior to FY93, as well as people who became eligible in FY93. Of those eligible personnel, 129, or 9%, actually retired in FY93. This compares with rates of 16% in FY92, 23% in FY91, and 31% in FY90 and FY89. Actual retirements as a percentage of the total population were 1% in FY93, as compared with 2% and 3% in FY92 and FY91, respectively. In FY90 and FY89 this figure remained constant at 5%.

Actual Retirements from the Total AF Work Force Compared with Eligibles and Total Population*

	Organization										
	AL	CE	EA	GL	NE	NM	SO	SW	WP	NFSG	Total
For FY93											
Retirements	12	26	25	39	19	48	70	55	52	7	355
Eligible	80	92	271	211	74	220	367	262	259	34	1,870
% of Eligible	15%	28%	9%	18%	26%	22%	19%	21%	20%	26%	19%
% of Total Population	2%	4%	2%	2%	4%	4%	3%	4%	3%	4%	3%
For Prior Years											
% of Eligibles											
FY92	20%	16%	9%	22%	19%	22%	15%	14%	11%	17%	16%
FY91	22%	26%	19%	31%	21%	22%	22%	25%	18%	35%	23%
FY90	33%	31%	31%	29%	23%	30%	34%	34%	29%	23%	31%
FY89	40%	42%	26%	31%	32%	34%	30%	29%	32%	19%	31%
% of Total Population											
FY92	2%	2%	2%	3%	3%	4%	2%	2%	2%	2%	2%
FY91	2%	2%	2%	3%	3%	4%	2%	2%	2%	2%	3%
FY90	3%	5%	5%	4%	4%	5%	6%	6%	4%	3%	5%
FY89	4%	7%	4%	4%	4%	5%	5%	5%	5%	3%	5%

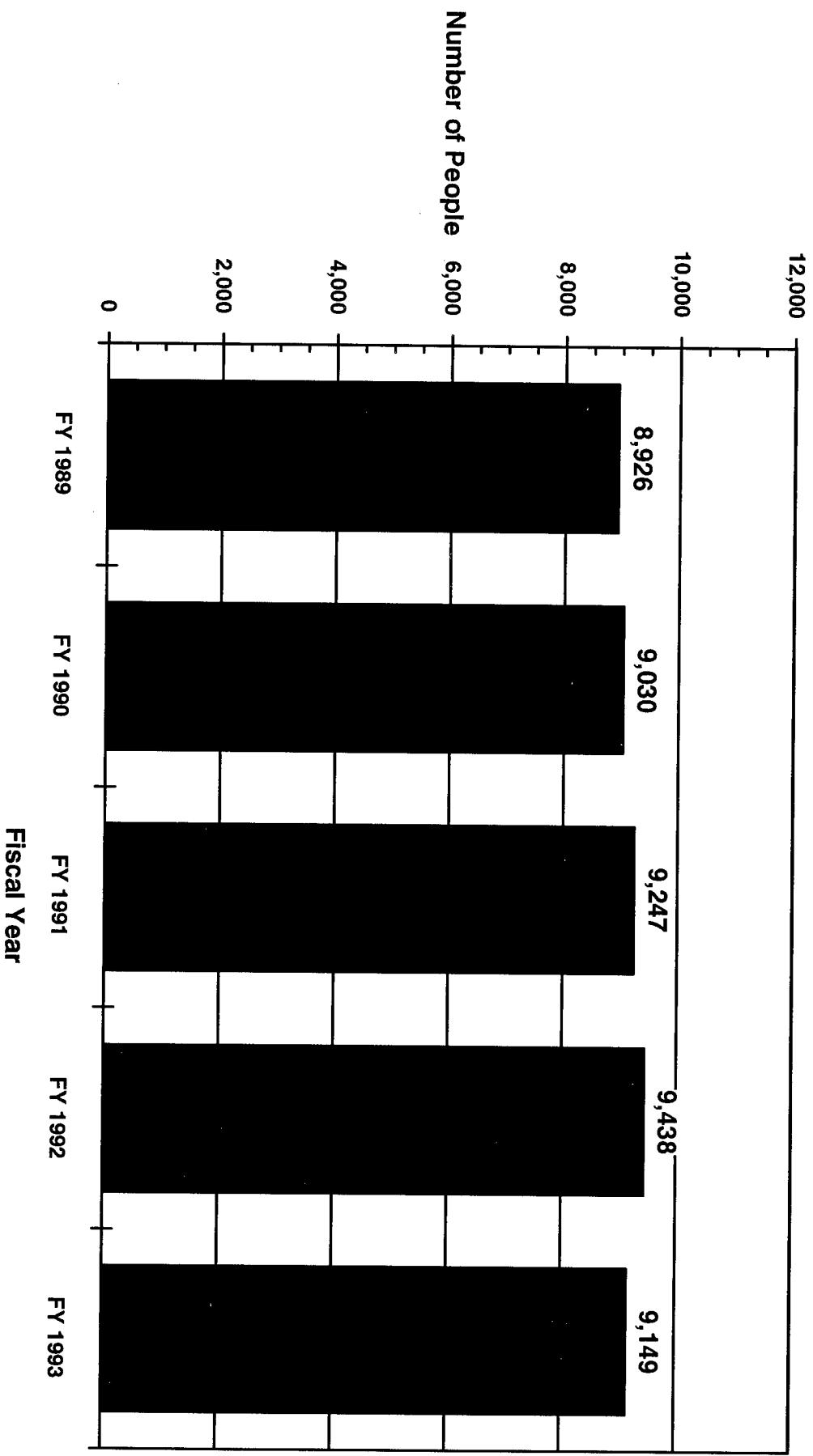
*Percent of Eligible and Percent of Total Population calculations were based on the prior year's data as of September 30th
(e.g., FY93 percent of Total Population = FY93 Retirements/FY92 year-end Total Population X 100)

The FTP Engineering/Technician Subpopulation (9,149 employees) decreased slightly from FY92 to FY93. There were 289 fewer employees which represents a 3% decrease. This compares to a 2% increase between FY91 and FY92, and between FY90 and FY91, and a 1% increase between FY89 and FY90. The following table shows the year-end Engineering/Technician Subpopulation change distributed by career field for FY89 and FY93. Changes for prior years are added for comparisons. FY93 data for Communication, Nav aids, Radar, and Automation Technician, as well as for Technical Management, were biased by reporting errors in the Southern Region data. Therefore, this reporting situation creates apparent decreases in Communication Technicians (-24%), Automation Technicians (-4%), and Navaid Technicians (-4%). Increases occur within the Radar Technicians (1%) and General Engineers (12%).

Population Changes in the Engineering/Technician Subpopulation by Career Field

	Career Field						Total				
	Gen Eng	Civil Eng	Elec Eng	Env Tech*	Comm Tech	Nav Tech	Radar Tech	Auto Tech	Other Eng/ Tech	Mgt	Tech
For FY93											
FY93 FTP Population	566	254	855	1,428	486	1,615	1,174	1,167	1,414	190	9,149
Population Change	64	-35	-17	-31	-150	-63	11	-49	-25	6	289
Percent Change (FY92-FY93)	12%	-13%	-2%	-3%	-24%	-4%	1%	-4%	-2%	3%	-3%
For Prior Years											
FY92 FTP Population	502	289	872	1,459	636	1,678	1,163	1,216	1,439	184	9,438
Percent Change (FY91-FY92)	16%	7%	5%	5%	2%	-2%	5%	-3%	0%	6%	2%
FY91 FTP Population	433	269	827	1,389	626	1,727	1,104	1,257	1,441	174	9,247
Percent Change (FY90-FY91)	6%	26%	9%	3%	-8%	0%	3%	-4%	7%	14%	2%
FY90 FTP Population	409	214	758	1,353	681	1,735	1,071	1,307	1,349	153	9,030
Percent Change (FY89-FY90)	10%	1%	1%	5%	4%	2%	-1%	-6%	5%	-25%	1%
FY89 FTP Population	371	211	748	1,285	656	1,694	1,083	1,394	1,281	203	8,926

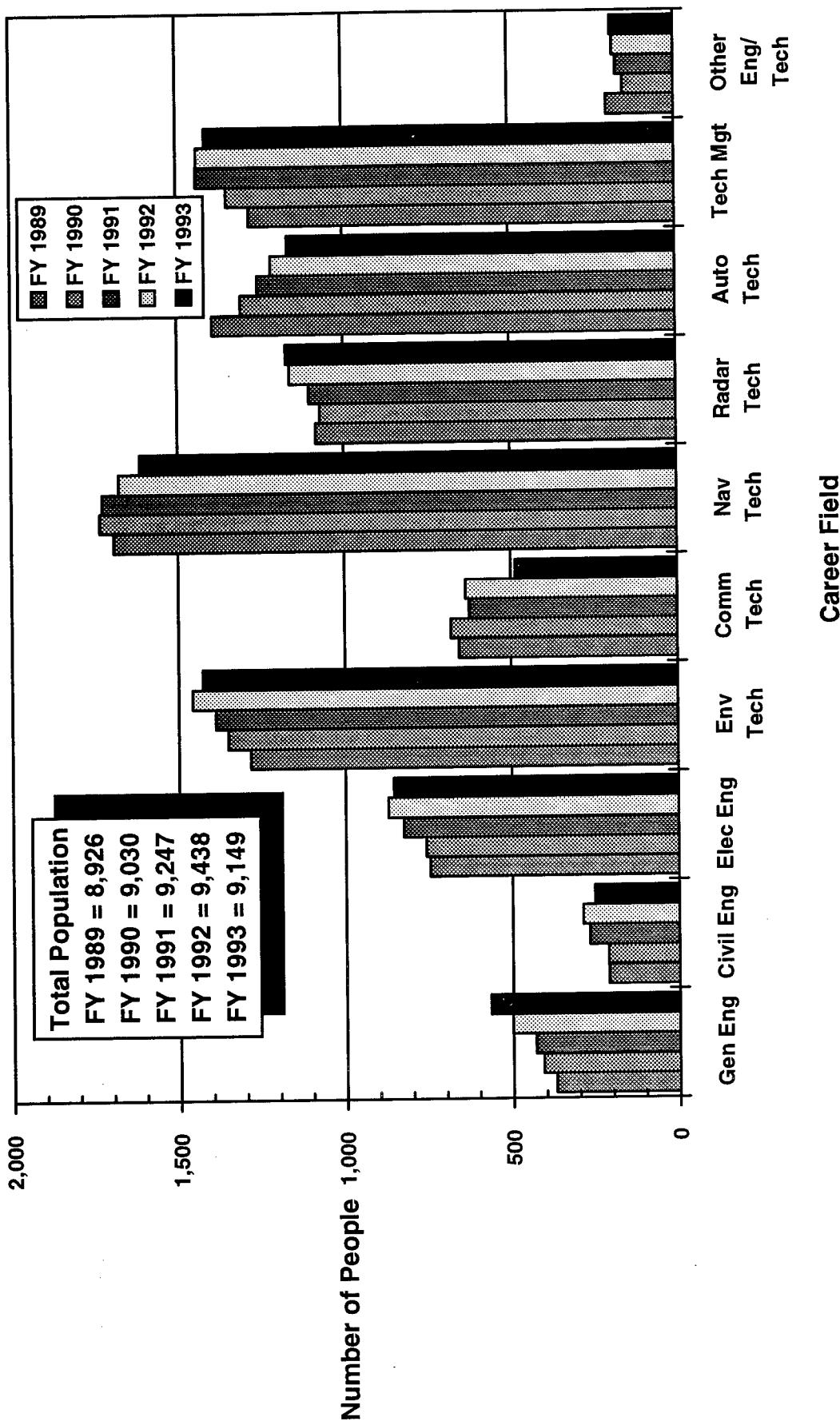
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)
**TOTAL FTP ENGINEERING/TECHNICIAN POPULATION
FOR FISCAL YEARS 1989 THROUGH 1993**



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

**TOTAL FTP ENGINEERING/TECHNICIAN POPULATION BY CAREER FIELD
FOR FISCAL YEARS 1989 THROUGH 1993**



Based upon projections made in the FY93 edition of the Demographic Profiles, there were 1,622 Engineering/Technician employees eligible for voluntary retirement in FY93. This total included personnel still working on September 30, 1993, who became eligible in previous years as well as people who became eligible in FY93. Of these eligible personnel, 299, or 18%, actually retired in FY93. This compares to rates of 18% for FY92, 26% for FY91, and 31% for FY90 and FY89. The following table compares FY93 actual voluntary retirements to the number of individuals eligible to retire and to the total population for FY93 by career field, as well as the last four years' retirement rates.

Actual Retirements from the Engineering/Technician Subpopulation Compared with Eligibles and Total Engineering/Technician Subpopulation*

	Career Field						Total				
	Gen Eng	Civil Eng	Elec Eng	Env Tech*	Comm Tech	Nav Tech	Radar Tech	Auto Tech	Tech Mgt	Other Eng/Tech	Total
For FY93											
Retirements	1593	313	1079	31133	1583	56305	45245	50259	69394	518	2991,622
% of Eligible	16%	23%	13%	23%	18%	18%	18%	19%	18%	28%	18%
% of Total Population	3%	1%	1%	2%	3%	3%	4%	5%	3%	3%	3%
For Prior Years											
% of Eligibles											
FY92	10%	17%	14%	14%	16%	16%	19%	15%	13%	12%	18%
FY91	16%	22%	29%	24%	24%	22%	31%	21%	25%	20%	26%
FY90	11%	11%	37%	26%	32%	29%	36%	33%	33%	21%	31%
FY89	26%	11%	26%	22%	26%	32%	34%	36%	35%	15%	31%
% of Total Population											
FY92	2%	1%	1%	1%	2%	3%	3%	3%	3%	1%	3%
FY91	3%	1%	2%	2%	2%	3%	6%	4%	6%	3%	4%
FY90	2%	0%	3%	3%	5%	5%	7%	7%	9%	2%	5%
FY89	4%	0%	2%	2%	4%	5%	6%	7%	8%	2%	5%

*Percent of Eligible and Percent of Total Population calculations were based on the prior year's data as of September 30th
(e.g., FY93 percent of Total Population = FY93 Retirements/FY92 year-end Total Population X 100)

The following information highlights observations from Sections 2.0 through 6.0.

The Total AF Work Force (Section 2.0)

The following table compares the general demographic characteristics of the AF work force and its constituent components at the end of FY92 and FY93. Data pertaining to FY92 were extracted from the FY92 edition of Demographics Profiles.

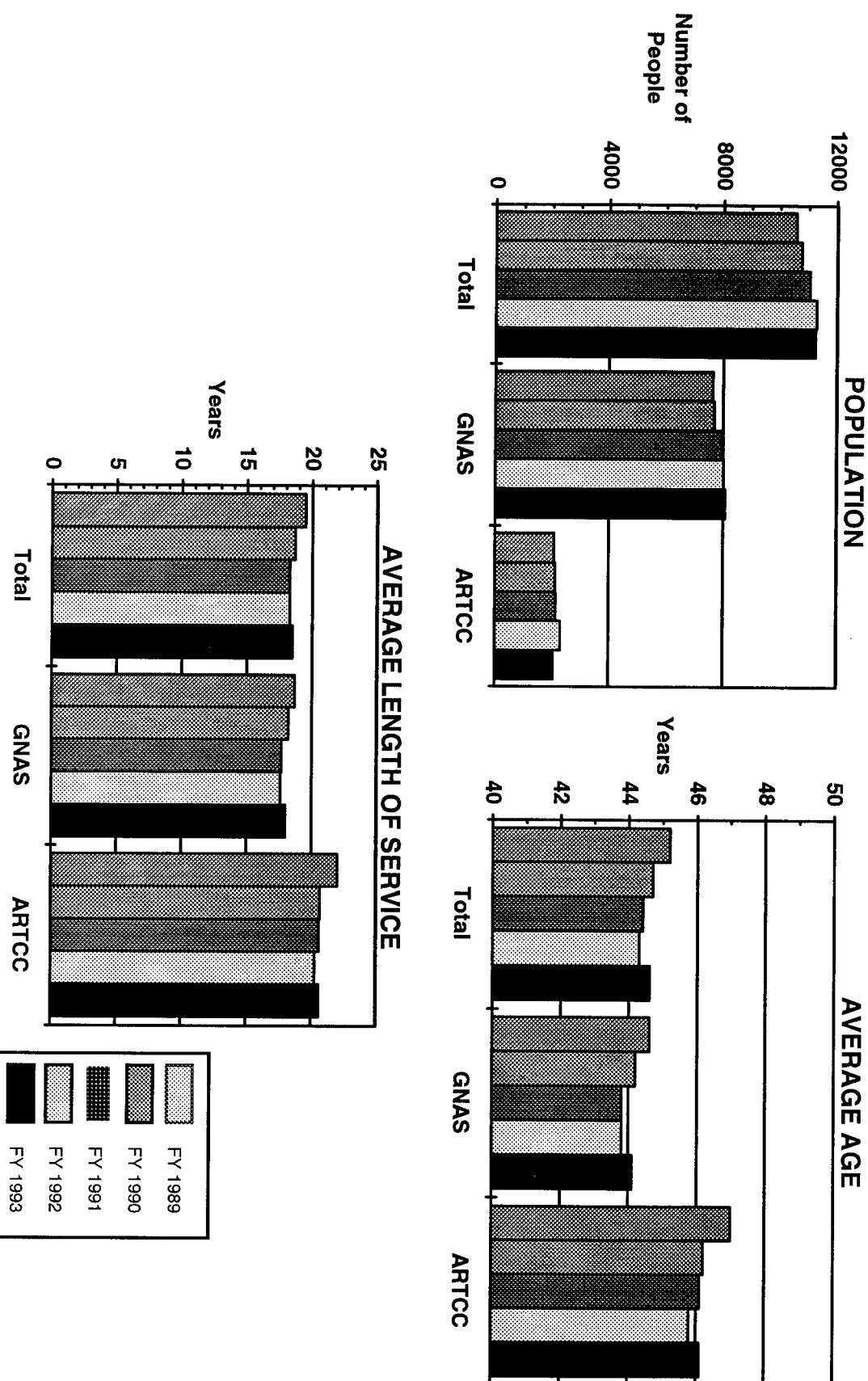
Average Age and Average Length of Service Differences between FY92 and FY93

AF Work Force	FY92	FY93	FY92-FY93 Difference
Total Work Force			
FTP Population	11,280	11,236	-44
Average Age	44.3	44.6	0.3
Average Length of Service	18.3	18.5	0.2
GNAS			
FTP Population	8,033	8,085	52
Percent of AF Total	71.2%	71.90%	0.70%
Average Age	43.8%	44.1	0.3
Average Length of Service	17.6%	18	0.4
ARTCC Sectors			
FTP Population	2,287	2,040	-247
Percent of AF Total	20.3%	18.20%	-2.10%
Average Age	45.8%	46.1	0.3
Average Length of Service	20.3%	20.6	0.3
Regional Headquarters and NFSG			
FTP Population	960	1,111	151
Percent of AF Total	8.5%	9.90%	1.40%

On the following pages are graphical displays showing year-end figures for the FTP population, average age and average length of service (LOS) for FY89 through FY93 for the total work force, GNAS sectors and ARTCC sectors. Over this time span, the average age and average LOS of the total FTP population decreased by -6 and -1.0, respectively.

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

DISTRIBUTIONS BY POPULATION, AVERAGE AGE, AND AVERAGE LENGTH OF SERVICE
 FOR GNAS AND ARTCC SECTORS AND TOTAL AF POPULATION
 FOR FISCAL YEARS 1989 THROUGH 1993



The Engineering/Technician Subpopulation (Section 3.0)

Engineering/Technician personnel make up 81% of the AF population. Navaids, Automation, and Environmental Technicians collectively comprise 46% of the total Engineering/Technician population.

Retirement Eligibility (Section 4.0)

Projections in this section are based upon the worst case assumption, that all employees eligible to retire, actually do retire. Descriptions of employees possibly remaining in the future describe the number of employees in the current year-end work force less all those eligible to retire. The projections of those retirement eligible over the next ten years increased from 43% in the FY92 Demographic Profiles to 44% in this edition.

Five Year Projections:

If all the GNAS Electronics Technicians (GS-856s) eligible to voluntarily retire by the end of FY98 did so, approximately 85% would remain. The most affected regions include:

Region	GNAS Electronics Technicians Population Possibly Remaining after FY98
Northwest Mountain	81%
Southwest	84%
Western Pacific	82%

If all the ARTCC Electronics Technicians (GS-856s) eligible to voluntarily retire by the end of FY98 did so, approximately 79% of this population would remain. The most affected ARTCC sectors include:

ARTCC Sectors	ARTCC Electronics Technicians Population Possibly Remaining after FY98
ZID - Indianapolis	64%
ZMP - Farmington	66%
ZOA - Fremont	68%
ZLC - Salt Lake City	70%

Ten Year Projections

If all AF personnel eligible to voluntarily retire by FY 2003 did so, the current AF work force would diminish to 56% of its current size.

As with the total AF work force, if all engineering/technician personnel eligible to voluntarily retire did so, at the end of FY 2003, 56% of the total AF engineering/technician population would remain:

- 73% of the GNAS engineering/technician population would remain; and
- 65% of the ARTCC engineering/technician population would remain.

By the end of FY 2003, the engineering/technician career fields most affected by voluntary retirement would include:

- Technical Management (possibly 59% of the population remaining);
- Environmental Technicians (possibly 66% of the population remaining);
- Automation Technicians (possibly 69% of the population remaining); and
- Radar Technicians (possibly 70% of the population remaining).

The career fields most affected by voluntary retirement vary from one organization to the next. Within each organization, the career fields *other than Technical Management* which could be severely impacted by the end of FY 2003 due to voluntary retirement are:

Organization	Career Field	Career Field Population Possibly Remaining After FY 2001
Alaskan	Communication Technician	50%
	Electrical Engineer	50%
	Automation Technician	44%
Central	General Engineer	56%
	Electrical Engineer	40%
	Radar Technician	54%
Eastern	Environmental Technician	56%
	Automation Technician	37%
	General Engineer	57%
Great Lakes	Automation Technician	52%
	General Engineer	57%
	Automation Technician	46%
New England	Other Engineering/Technician	48%
	Radar Technician	48%
	Automation Technician	48%
Northwest Mountain	Communication Technician	48%
	Radar Technician	46%
	Automation Technician	48%
Southern	Communication Technician	48%
	Radar Technician	47%
	Environmental Technician	56%
Southwest	Nav aids Technician	55%
	Automation Technician	53%
	Radar Technician	50%
Western Pacific	General Engineer	56%
	Radar Technician	41%
	Nav aids Technician	51%
NFSG	Automation Technician	53%
	Electrical Engineer	56%
	General Engineering	28%

Approximately 31% of the personnel presently in managerial/supervisory positions would remain by the end of FY 2003 if all those eligible to retire due to voluntary retirement did so. In order of decreasing significance, the regions are affected as follows:

Region	Managerial/Supervisory Population Possibly Remaining after FY 2003
Western Pacific	27%
Southern	27%
New England	29%
Northwest Mountain	30%
Southwest	30%
Alaskan	30%
Eastern	32%
Great Lakes	39%
Central	45%

In the NFSG, 58% of the technical/professional work force would remain by the end of FY 2003, if voluntary retirement were exercised by all eligible personnel.

Field Maintenance Subpopulation (Section 5.0)

The following table highlights the results of the analysis of the Field Maintenance Subpopulation and compares FY93 with prior years for this group. The number of engineers has decreased approximately 2% from 452 in FY92 to 442 in FY93. From FY92 to FY93, the Field Maintenance Subpopulation average age increased by 0.3 years and average LOS decreased by 0.3 years.

**The Field Maintenance Subpopulation
Average Age and Average Length of Service FY89 to FY93**

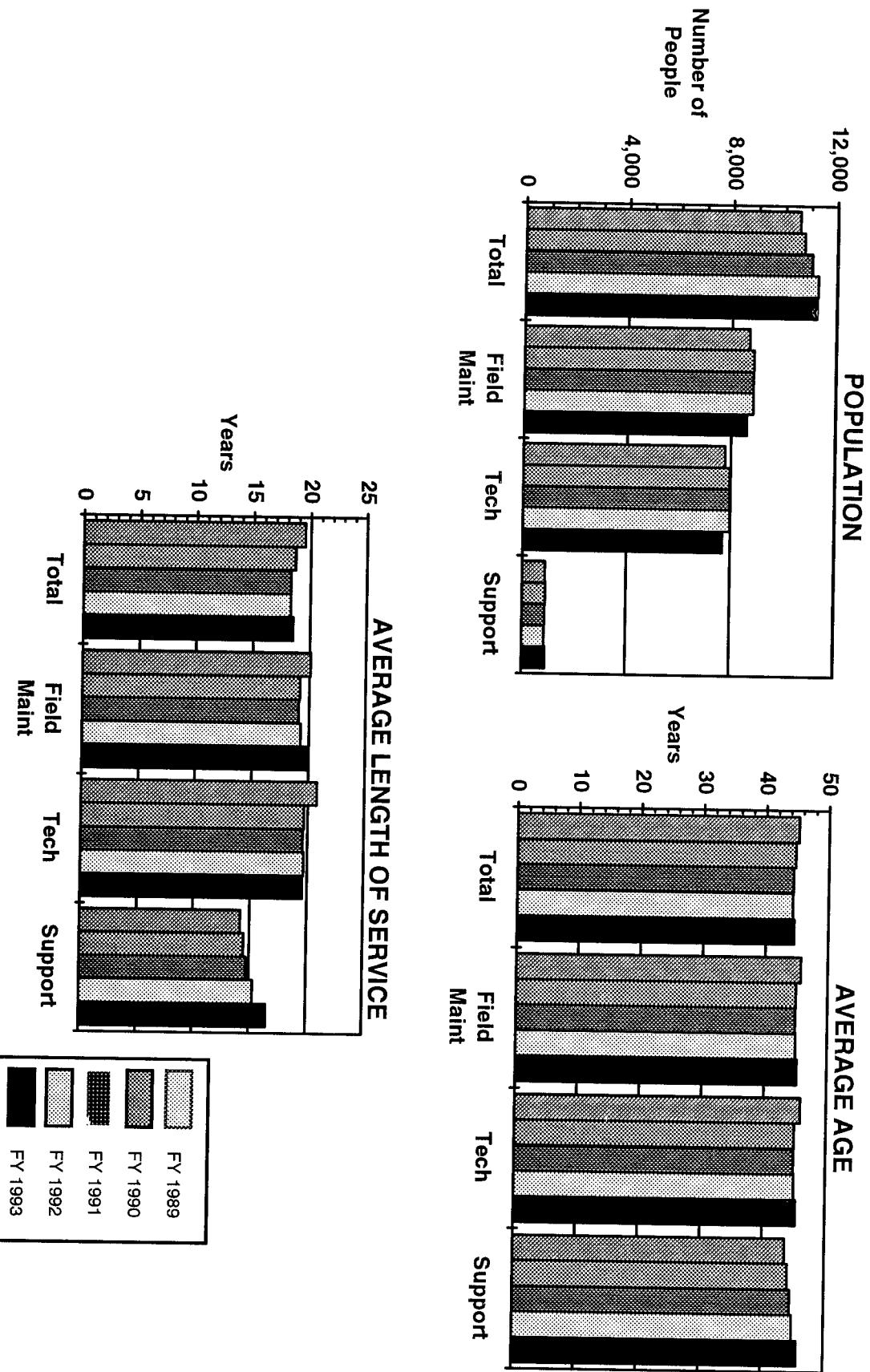
	FY89	FY90	FY91	FY92	FY93
General					
FTP Population*	8,665	8,842	8,838	8,830	8,601
Technical	7,776	7,946	7,957	7,967	7,690
% of FTP Population	90%	90%	90%	90%	89%
Support	889	896	881	863	911
% of FTP Population	10%	10%	10%	10%	11%
Average Age					
FTP Population	45.7	45.0	44.9	45.0	45.2
Technical	45.9	45.0	44.9	45.0	45.3
Support	43.7	44.2	44.6	44.9	45.7
Average Length of Service					
FTP Population	20.1	19.2	19.1	19.3	19.9
Technical	20.8	19.7	19.6	19.7	19.6
Support	14.2	14.5	14.7	15.3	16.5
Career Fields					
Number of Engineers	401	446	441	452	452
Number of ARTCC & GNAS	5,739	5,804	5,784	5,708	5,469
Electronics Technicians					

* FTP numbers estimated by multiplying total numbers by 0.978

On the following page are graphical displays showing year end figures for FTP population, average age and average LOS for FY89 through FY93 for the total AF work force, the Field Maintenance work force, and the technical and support populations.

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

DISTRIBUTIONS BY POPULATION, AVERAGE AGE, AND AVERAGE LENGTH OF SERVICE
FOR FIELD MAINTENANCE AND TOTAL AF FTP POPULATION
FOR FISCAL YEARS 1989 THROUGH 1993



The following table displays summaries of five and ten year projections of employees eligible to retire for both the Field Maintenance work force and the total AF work force.

Cumulative Five and Ten Year Retirement Projections

	Field Maintenance Subpopulation	Total Airway Facilities Work Force	FY94-FY03
Cumulative 10 Year Projection			
Eligible	2,747	4,931	
Percent of Population Eligible	32%	44%	
Technical Eligible	2,414	3,704	
Percent of Technical Eligible	31%	46%	
Support Eligible	333	339	
Percent of Support	37%	39%	
Cumulative 5 Year Projection			
ARTCC Eligible	2,414	1,033	
Percent of ARTCC Population	31%	51%	
GNAS Eligible	1,775	3,360	
Percent of GNAS	30%	42%	
FY94-FY98			
ARTCC Electronics Technicians Eligible	244	244	
Percent of ARTCC Electronics Technicians	21%	21%	
GNAS Electronics Technicians Eligible	1,281	718	
Percent of GNAS Electronics Technicians	30%	15%	

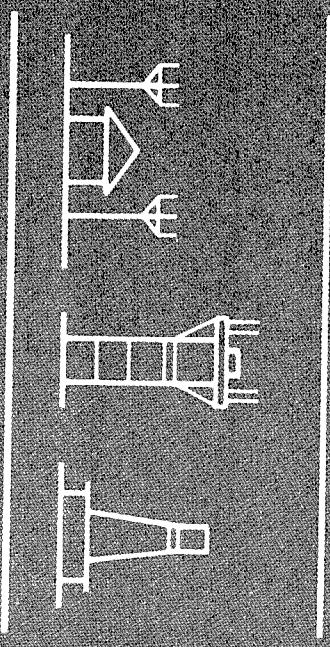
The following table presents the career fields within the Field Maintenance Subpopulation which have the potential for the greatest impact on the AF work force due to retirements over the next ten years and the percentage of employees possibly remaining after 2001. The table compares the Field Maintenance Subpopulation with the total AF work force.

Percent Possibly Remaining After 10 Years

Career Field	Field Maintenance Subpopulation	Total Airway Facilities Work Force
Sector Management	47%	Not Separately Identified
Technical Management	59%	59%
Automation Technician	71%	71%
Radar Technician	71%	70%

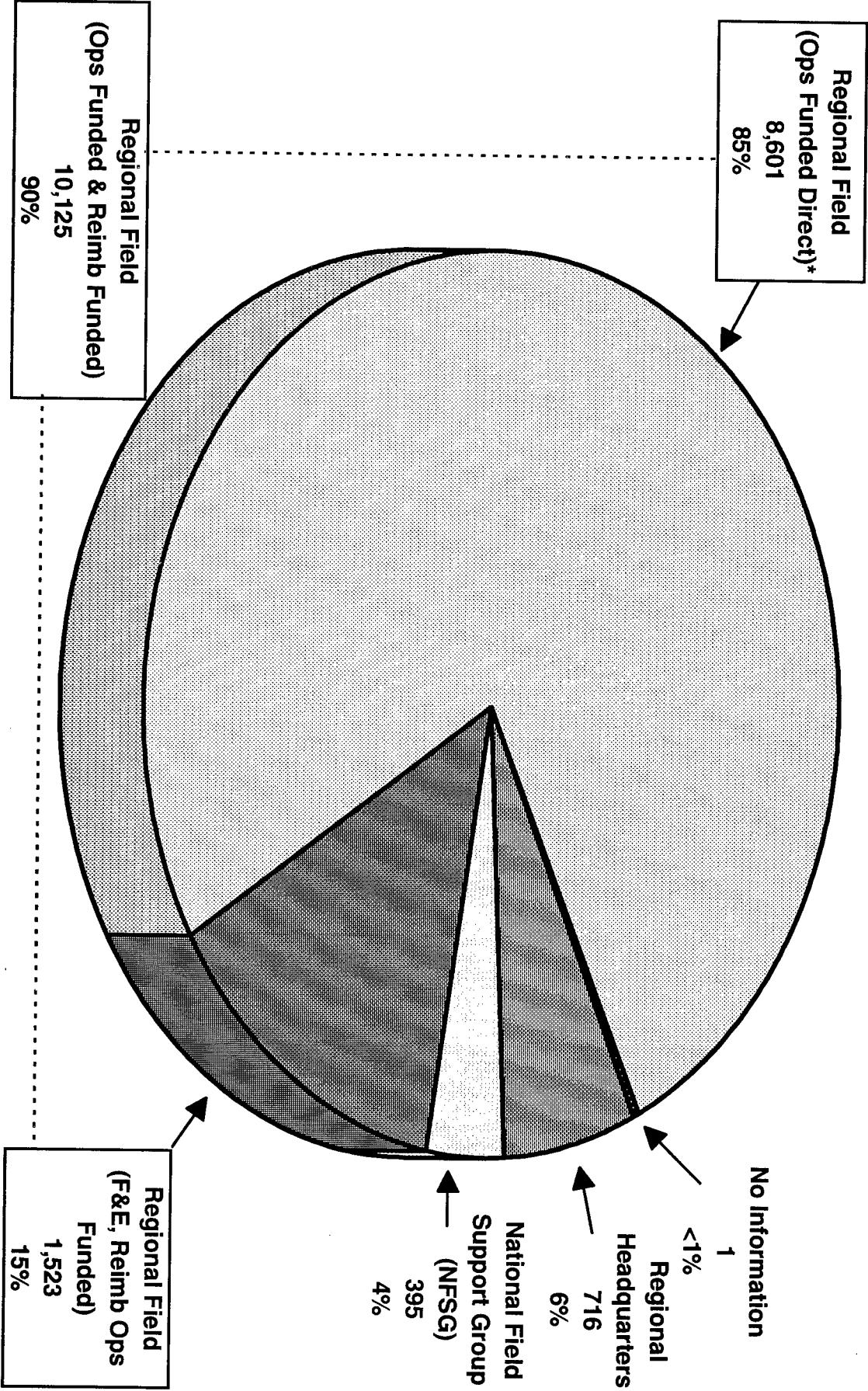


2.0 THE TOTAL AF POPULATION



2.1 POPULATION

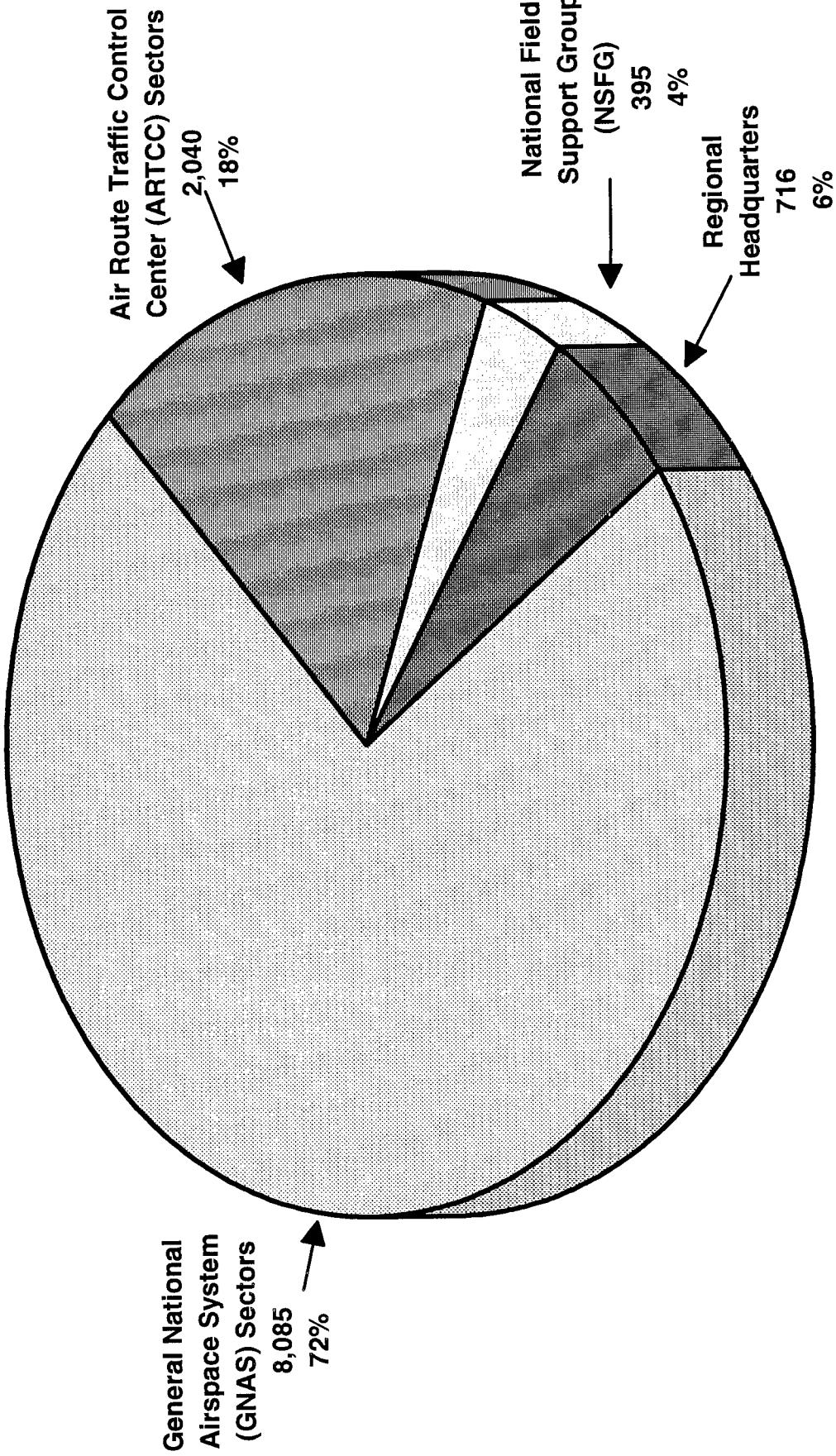
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)
TOTAL POPULATION - 11,236



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

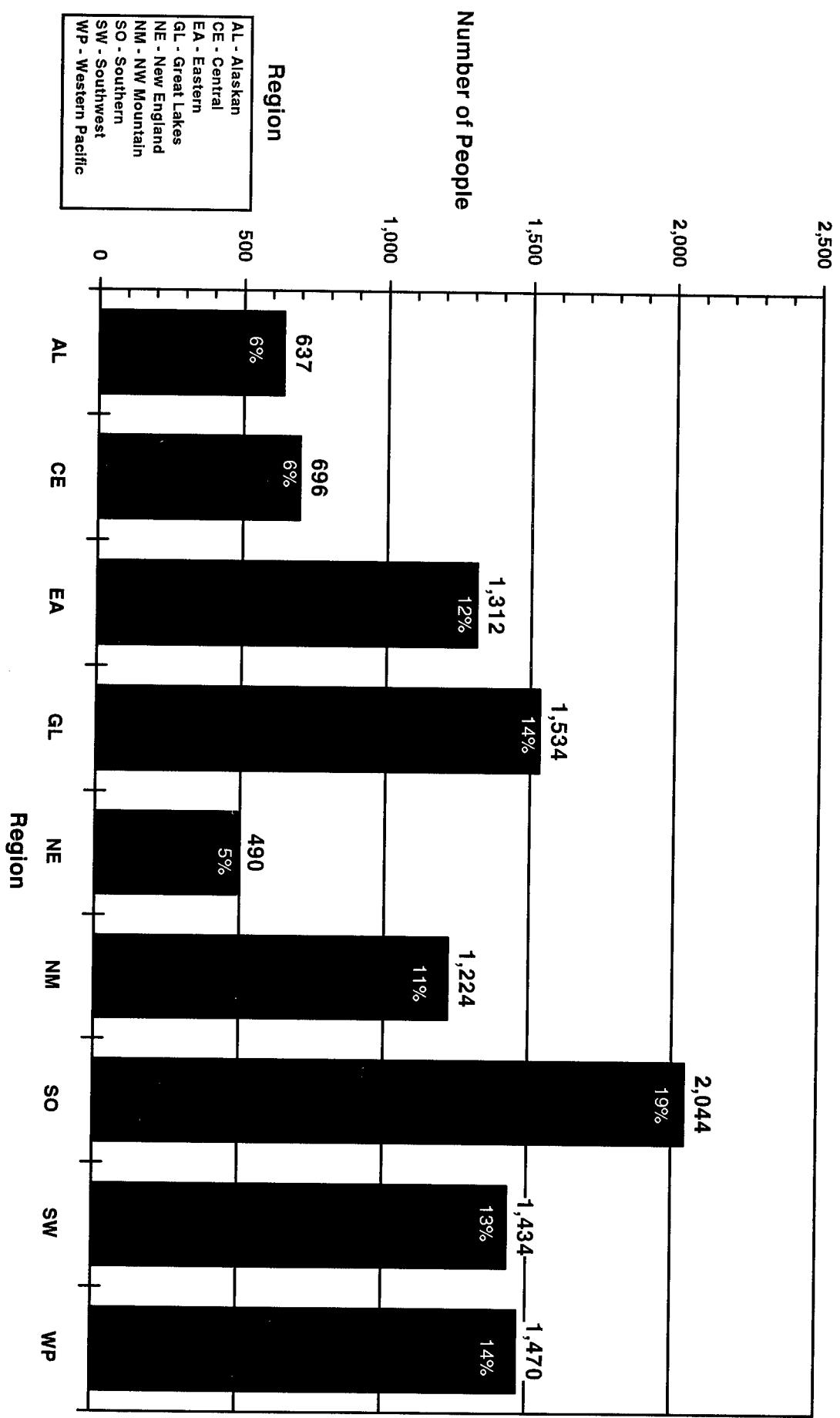
(AS OF SEPTEMBER 30, 1993)

**FIELD SECTOR TYPES, REGIONAL HEADQUARTERS,
& NATIONAL FIELD SUPPORT GROUP (NFSG)
DISTRIBUTION OF TOTAL POPULATION - 11,236**



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

REGIONAL POPULATION - 10,841

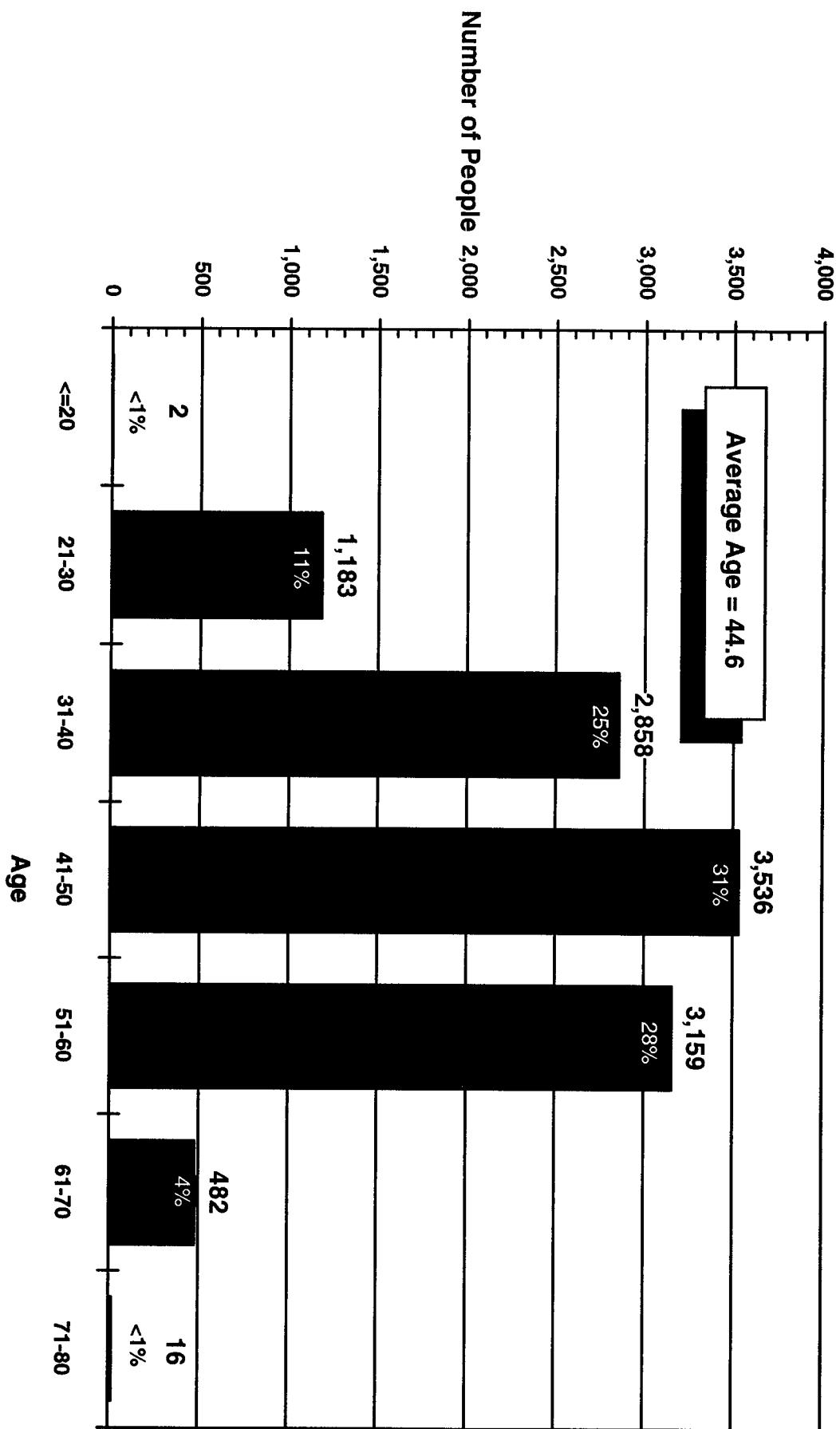


2.2 AGE

**AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)**

TOTAL POPULATION - 11,236

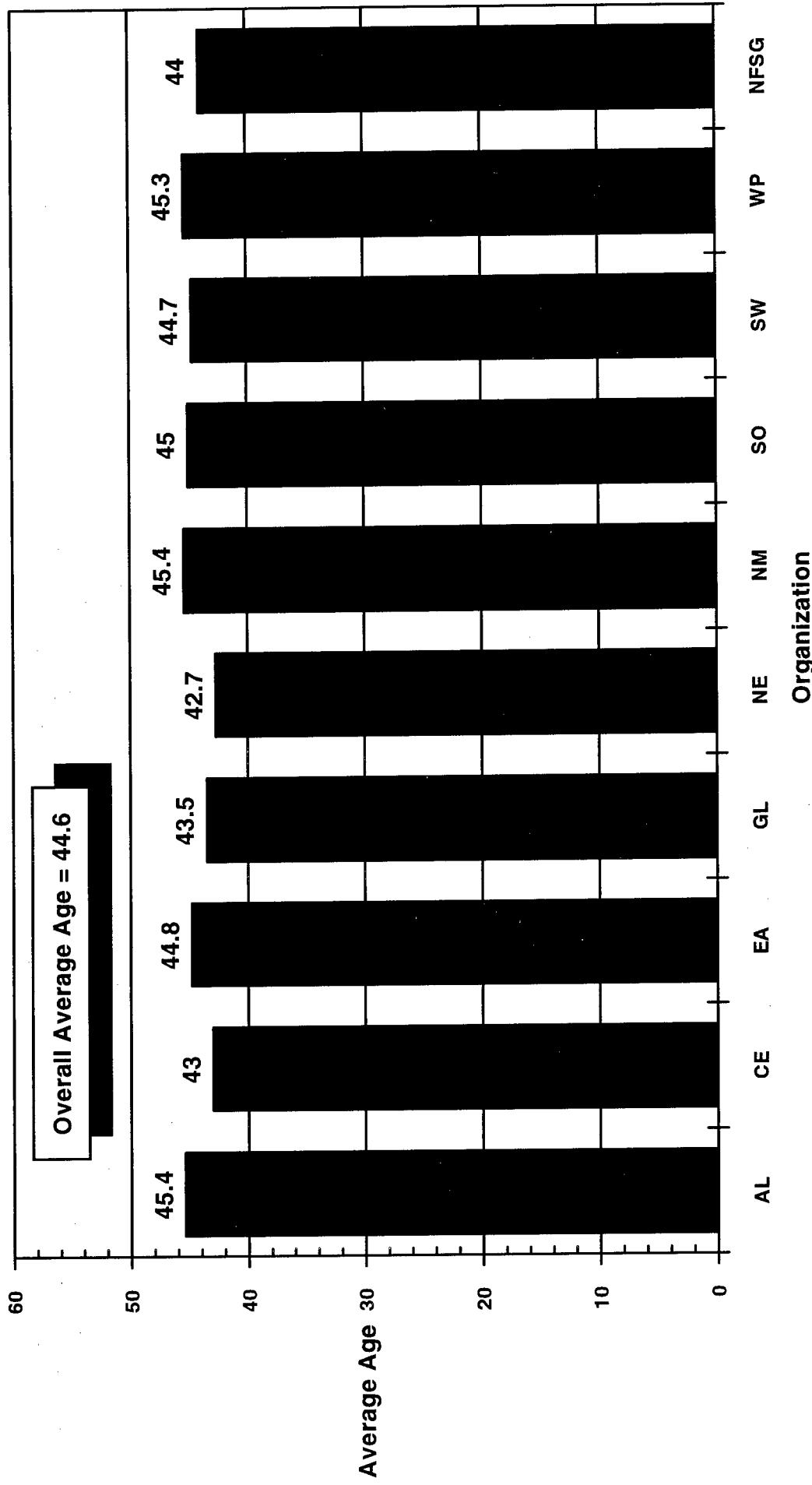
AGE DISTRIBUTION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

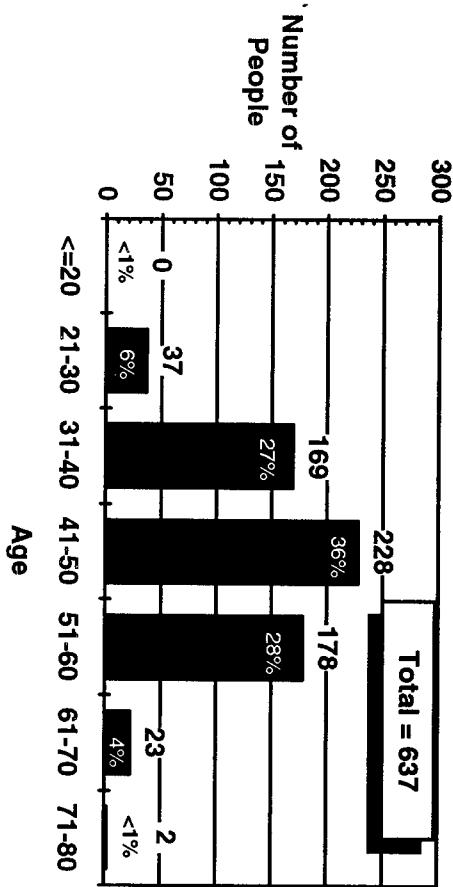
TOTAL REGIONAL & NATIONAL FIELD SUPPORT GROUP (NFSG) POPULATION
AVERAGE AGE BY ORGANIZATION



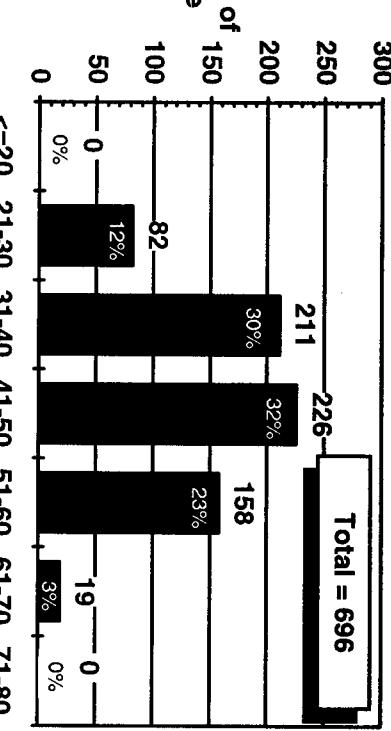
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

**REGIONAL POPULATION
 AGE DISTRIBUTION**

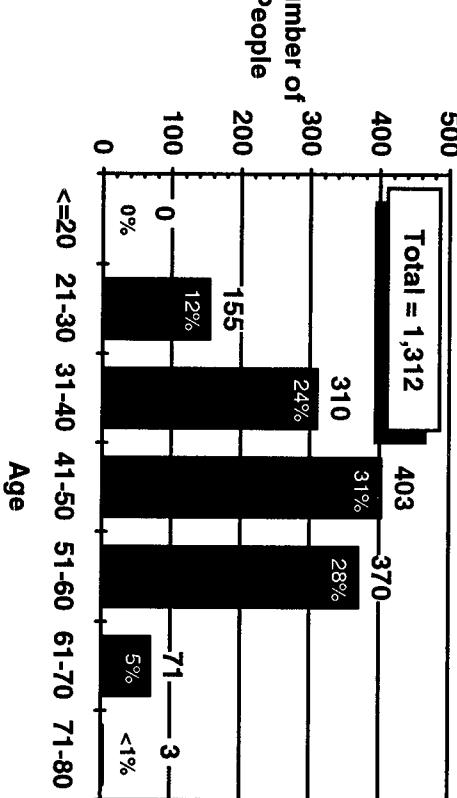
ALASKAN REGION



CENTRAL REGION



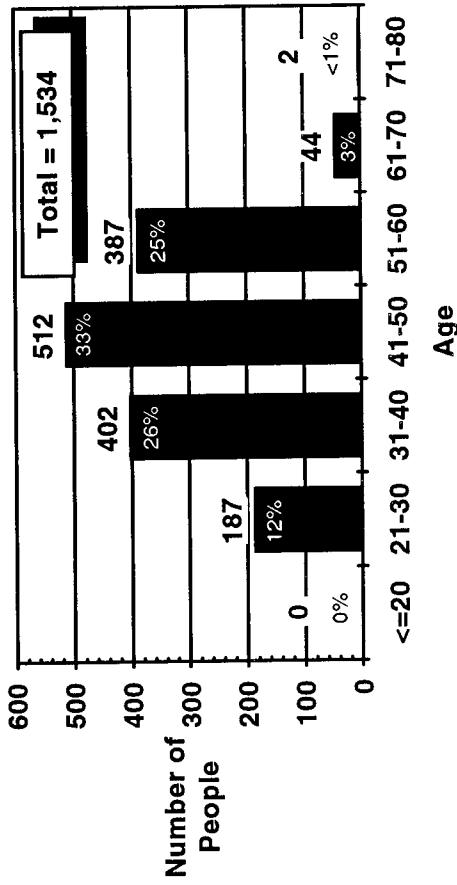
EASTERN REGION



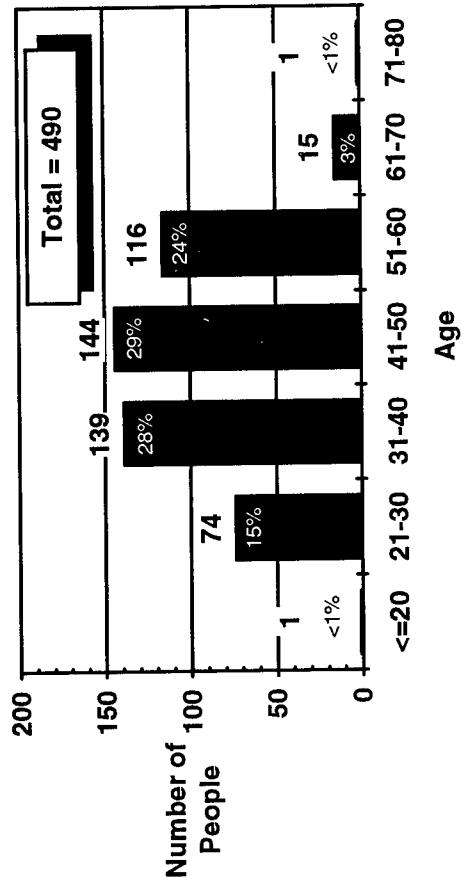
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

**REGIONAL POPULATION
 AGE DISTRIBUTION**

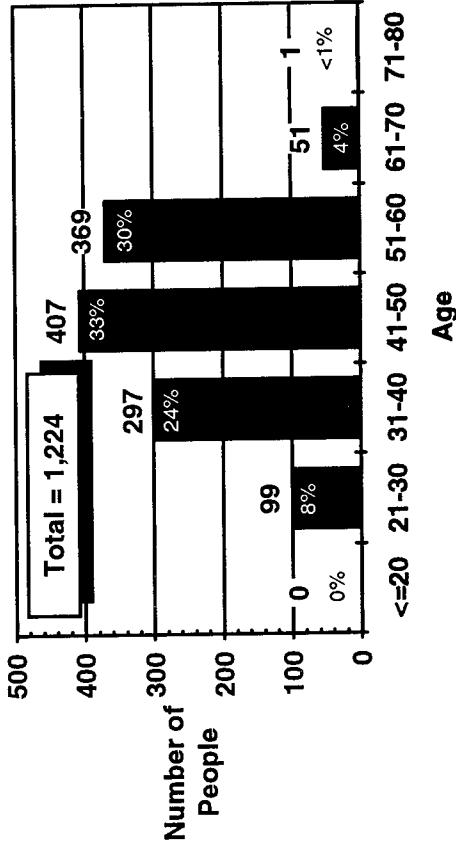
GREAT LAKES REGION



NEW ENGLAND REGION



NORTHWEST MOUNTAIN REGION

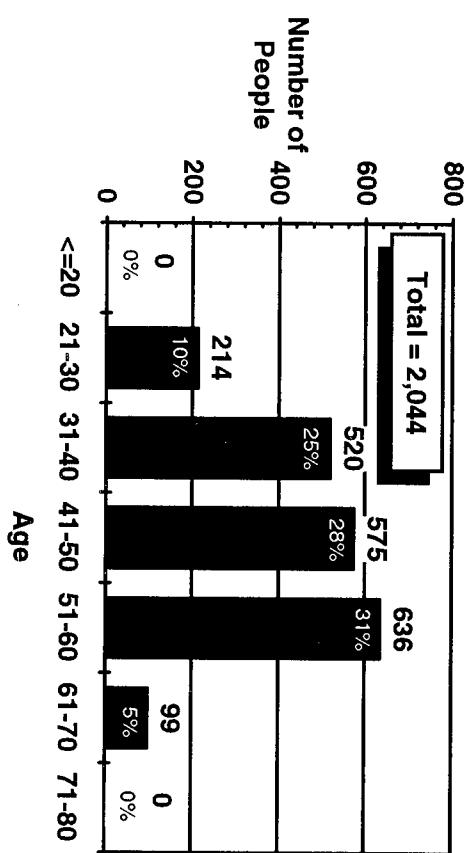


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

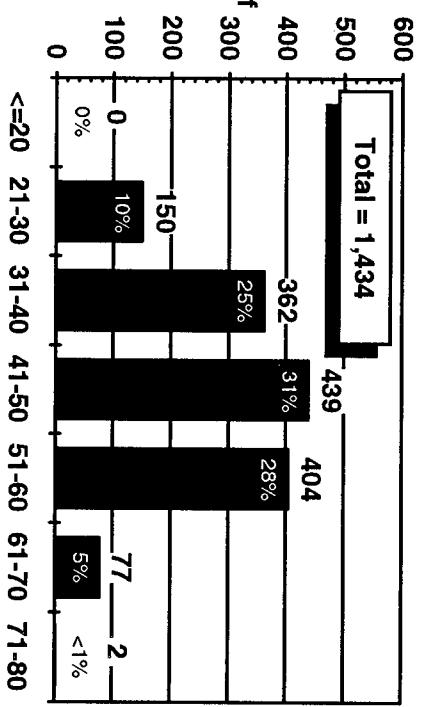
REGIONAL POPULATION

AGE DISTRIBUTION

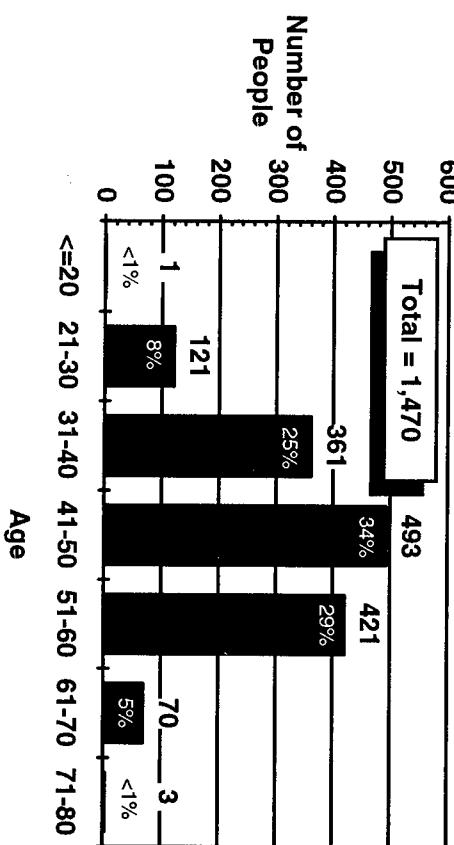
SOUTHERN REGION



SOUTHWEST REGION



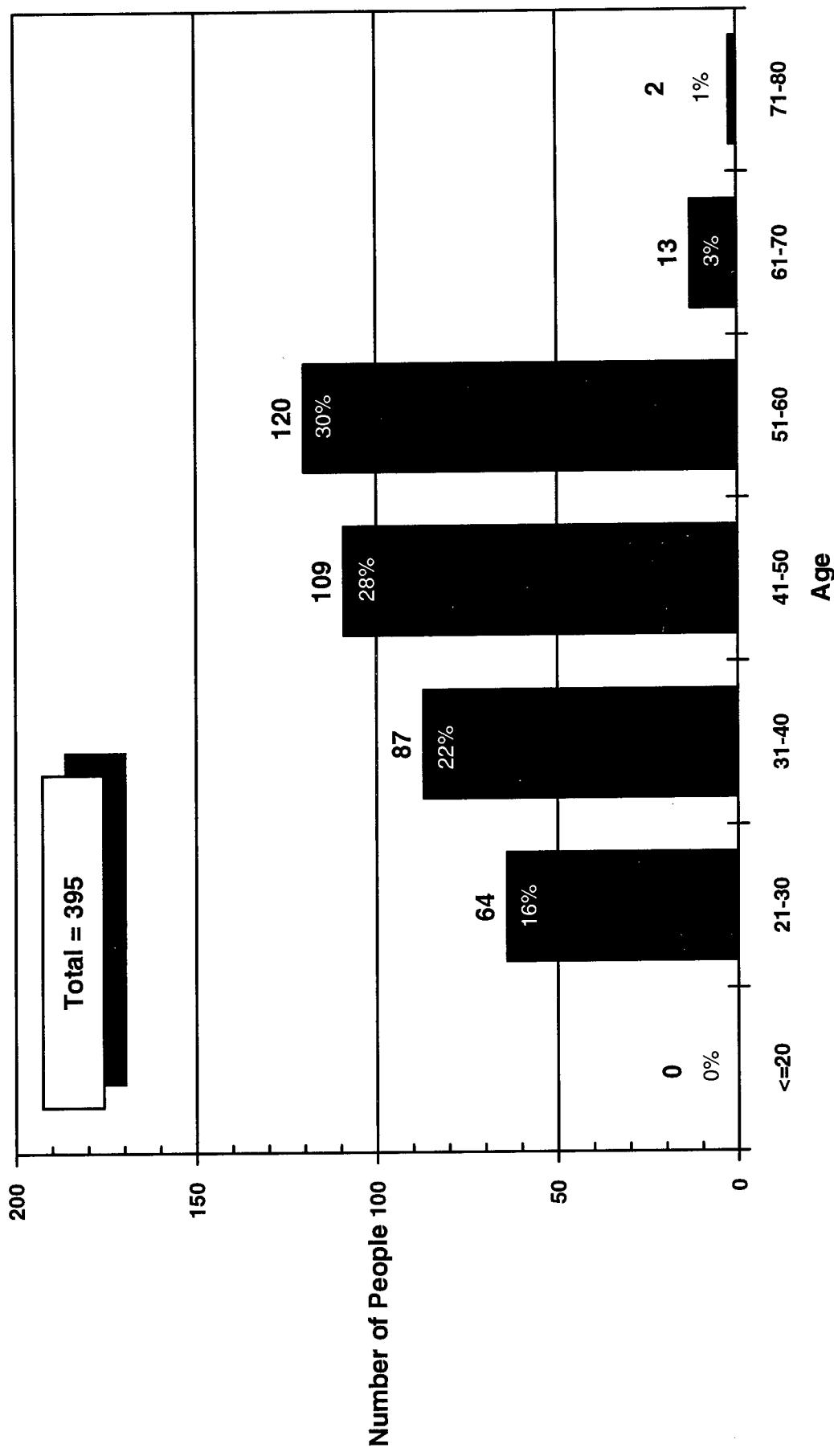
WESTERN PACIFIC REGION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

NATIONAL FIELD SUPPORT GROUP (NIFSG) POPULATION AGE DISTRIBUTION

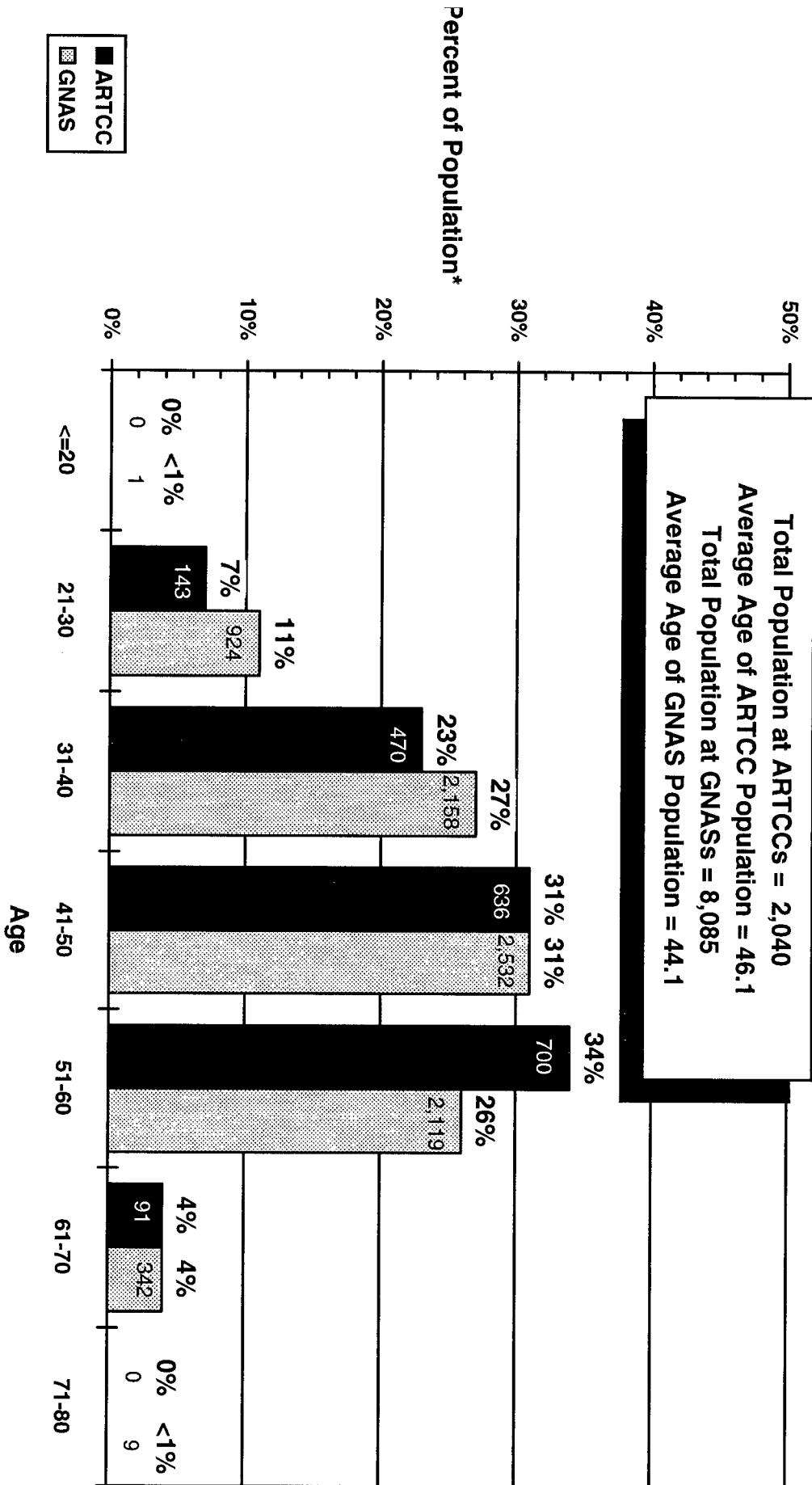


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

AIR ROUTE TRAFFIC CONTROL CENTER (ARTCC) SECTORS & GENERAL NAS (GNAS) SECTORS POPULATION

AGE DISTRIBUTION



*Percentages based upon total ARTCC or GNAS population as applicable.

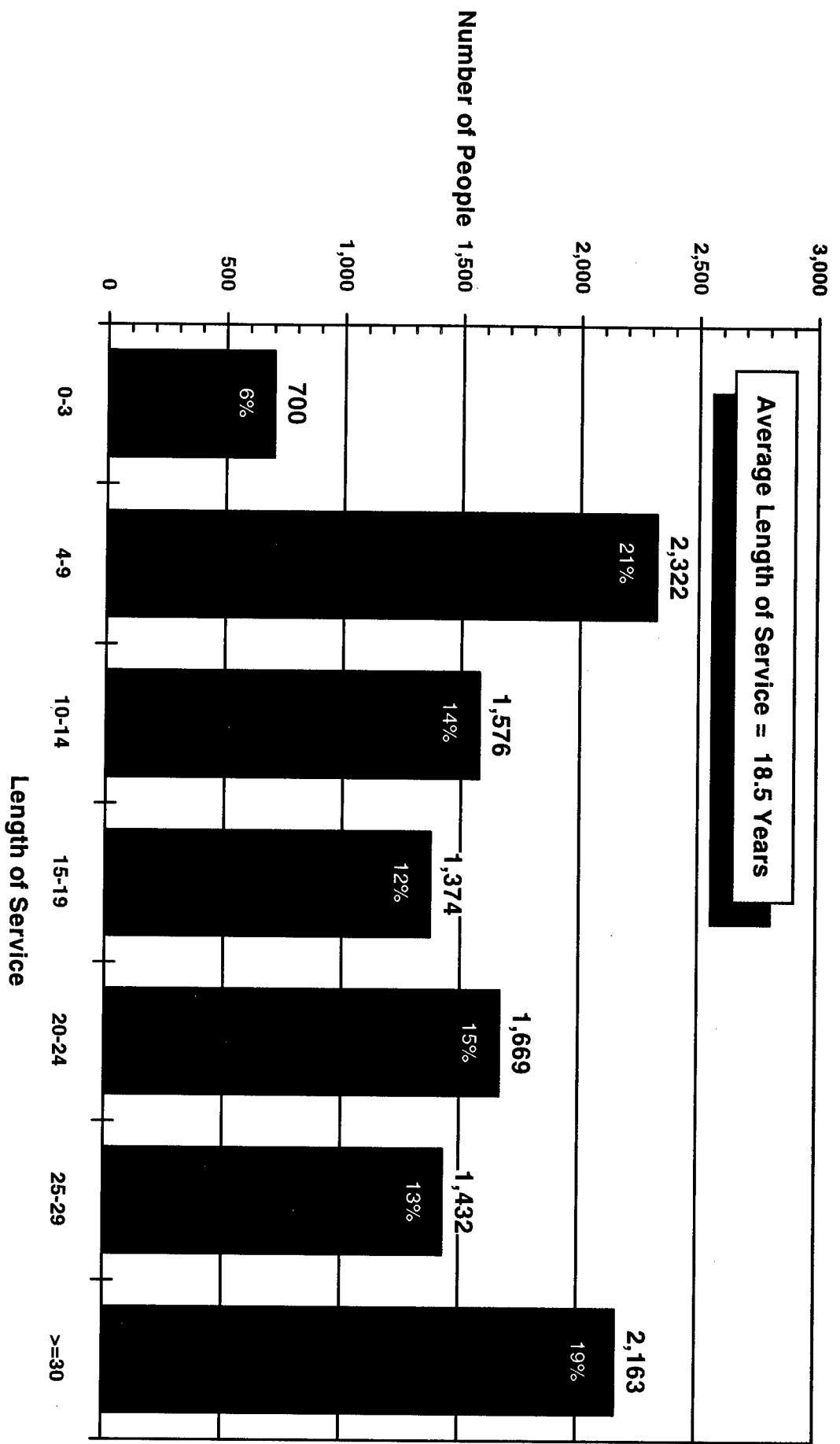
2.3 LENGTH OF SERVICE

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

TOTAL POPULATION - 11,236

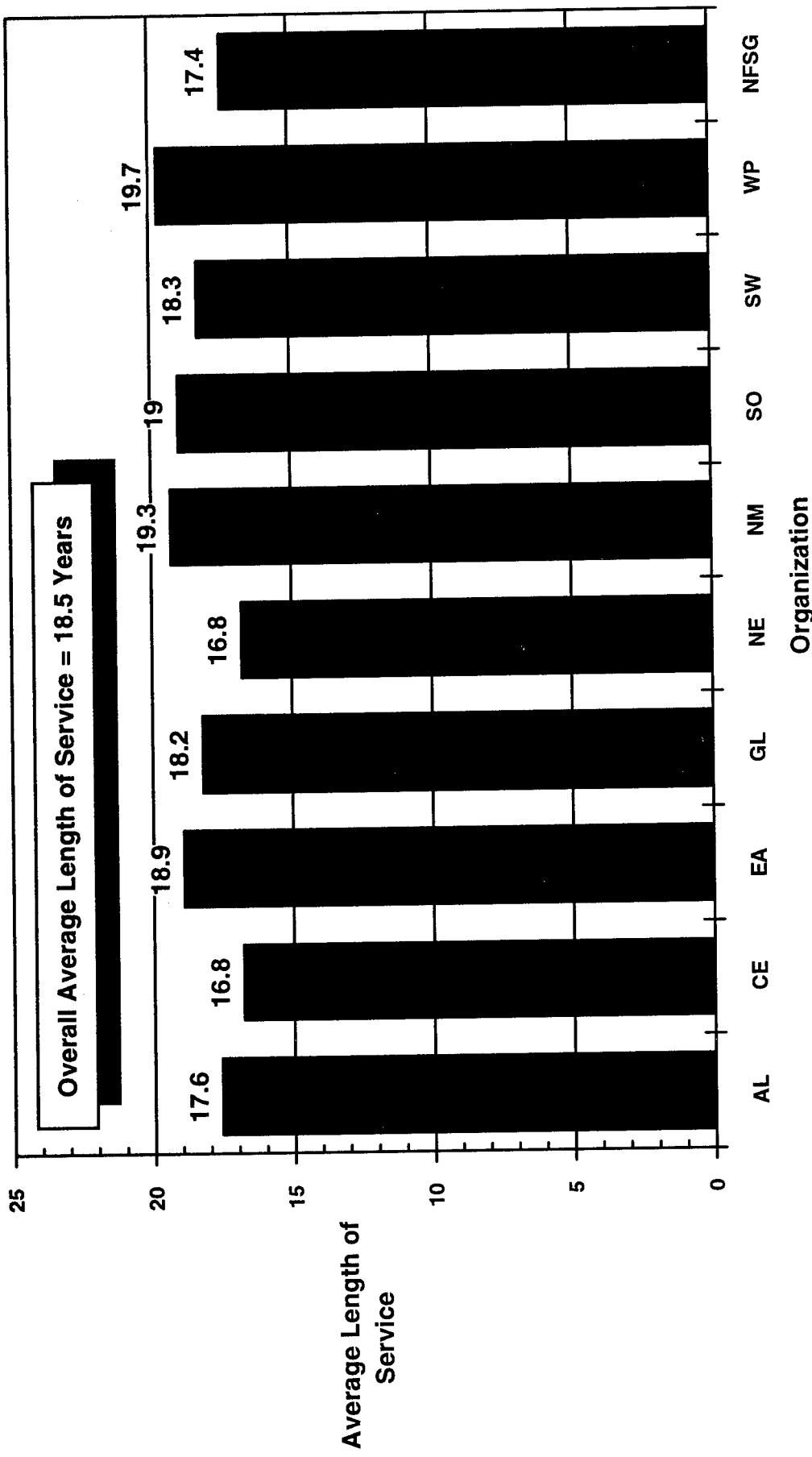
LENGTH OF SERVICE DISTRIBUTION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

**TOTAL REGIONAL & NATIONAL FIELD SUPPORT GROUP (NFSG) POPULATION
AVERAGE LENGTH OF SERVICE BY ORGANIZATION**



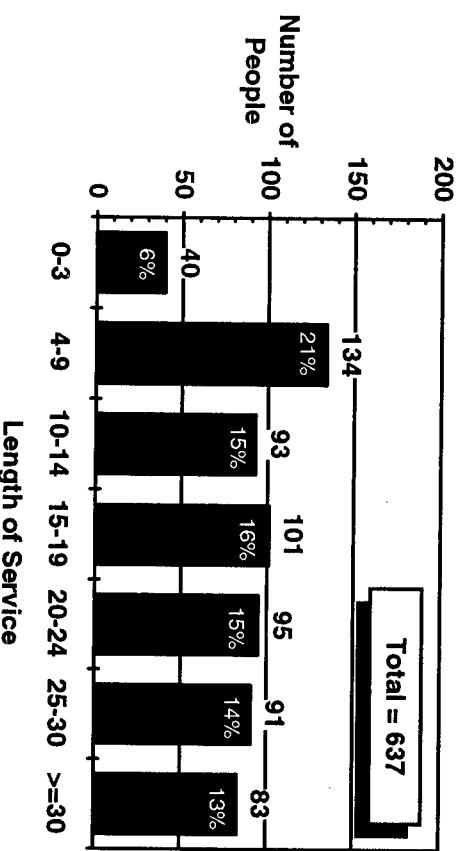
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

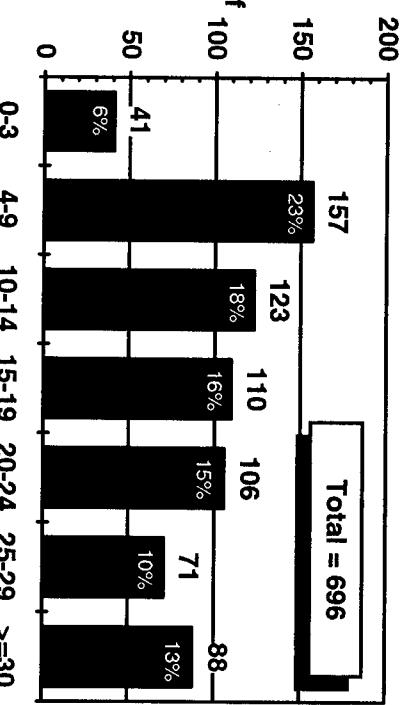
REGIONAL POPULATION

LENGTH OF SERVICE DISTRIBUTION

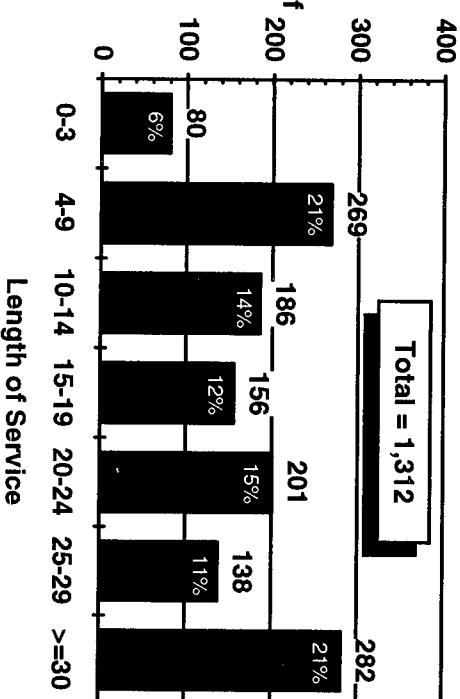
ALASKAN REGION



CENTRAL REGION



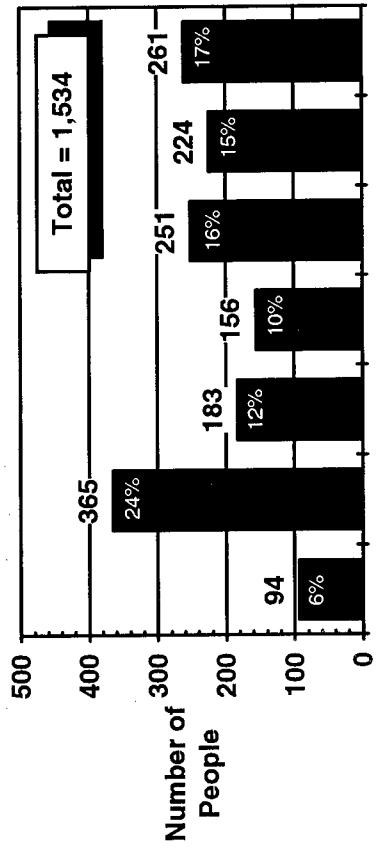
EASTERN REGION



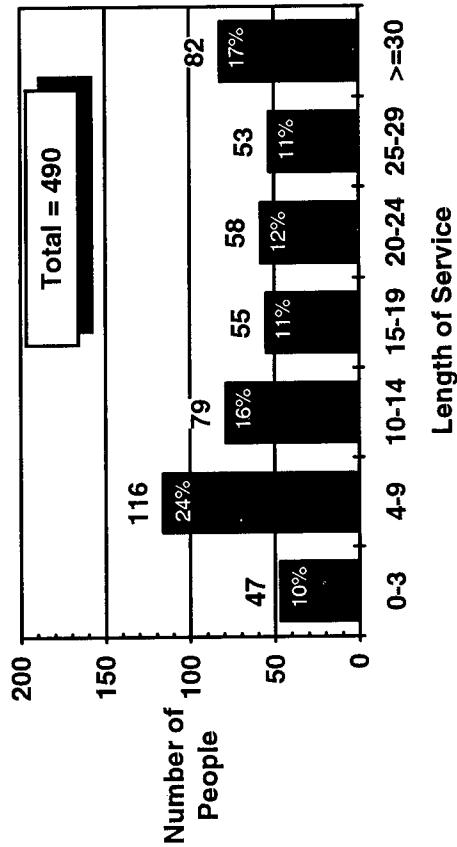
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

REGIONAL POPULATION
LENGTH OF SERVICE DISTRIBUTION

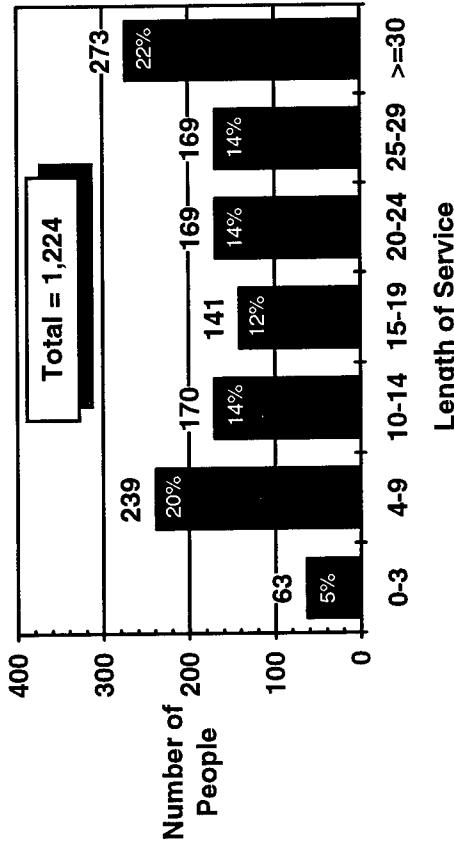
GREAT LAKES REGION



NEW ENGLAND REGION



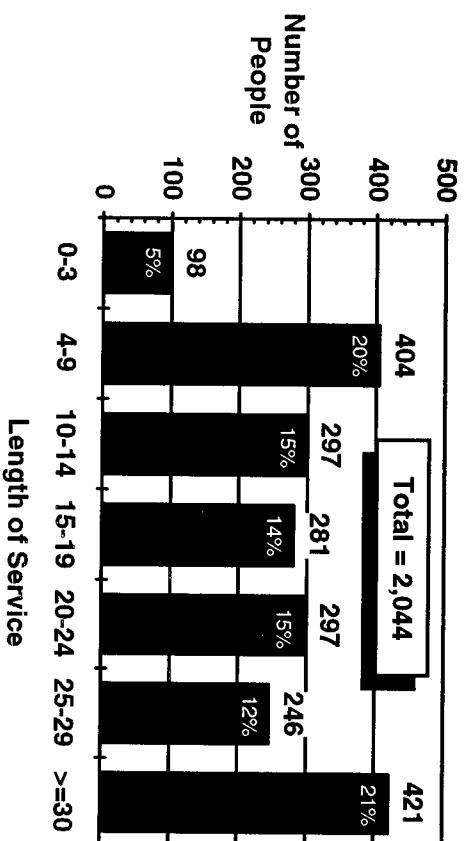
NORTHWEST MOUNTAIN REGION



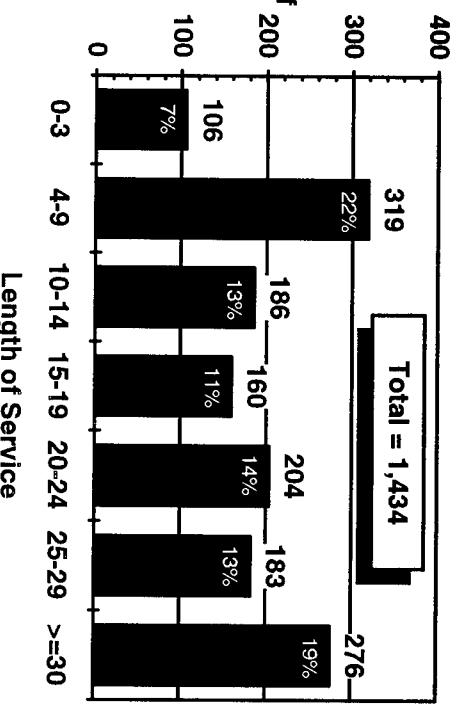
**AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)**

**REGIONAL POPULATION
LENGTH OF SERVICE DISTRIBUTION**

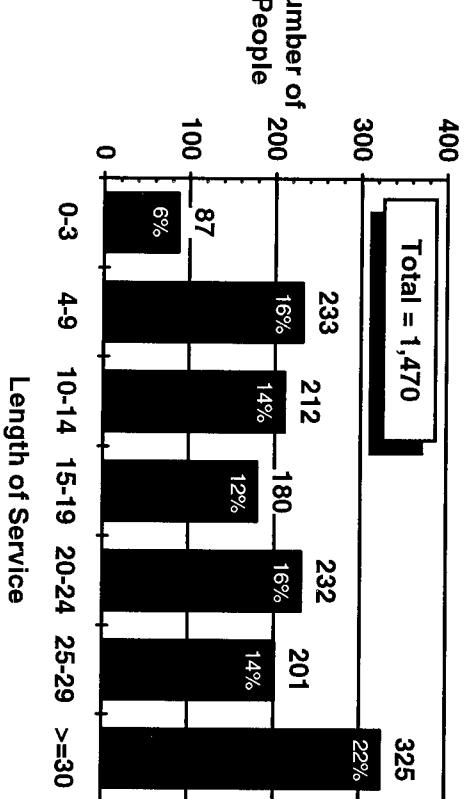
SOUTHERN REGION



SOUTHWEST REGION



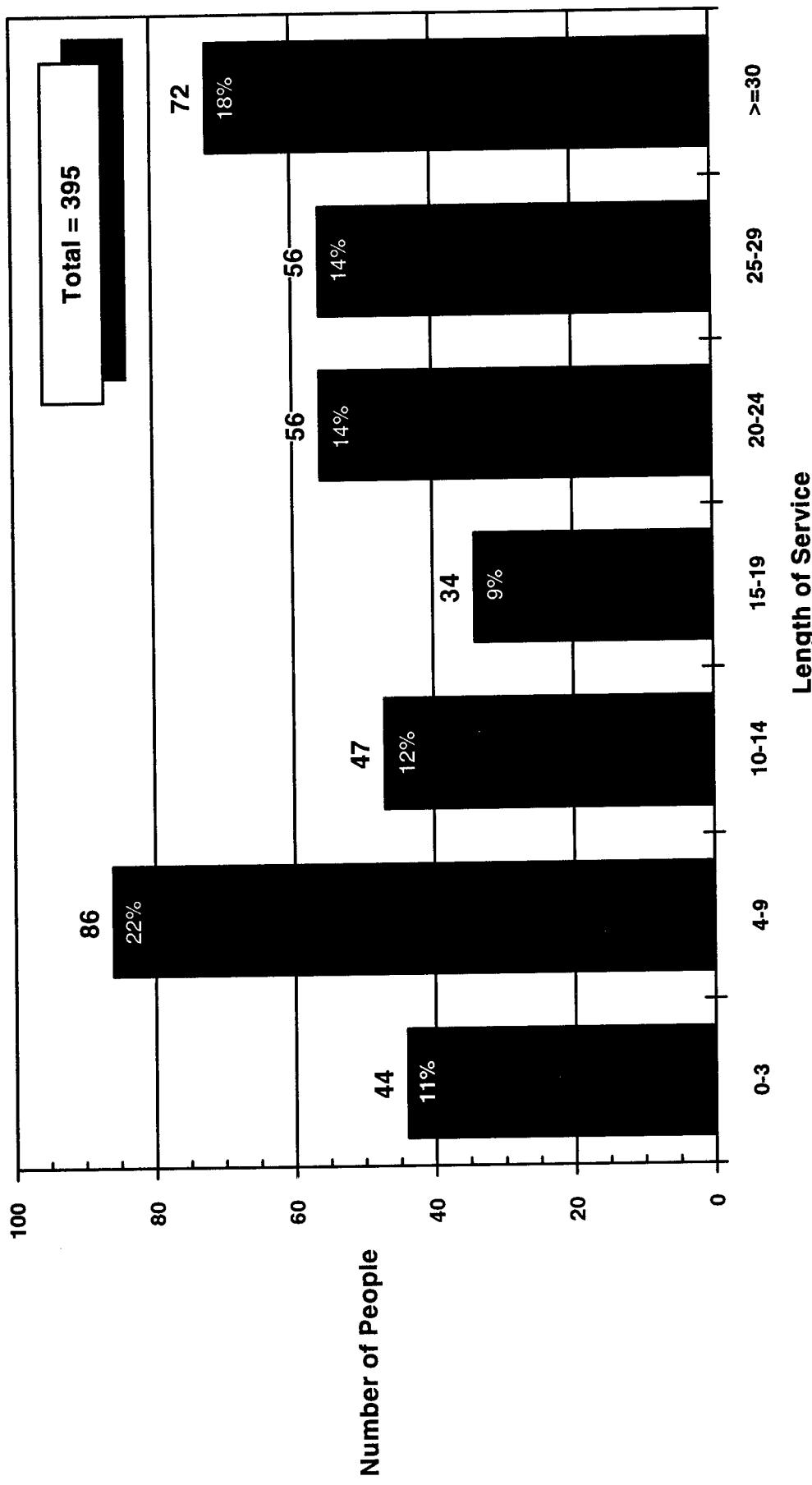
WESTERN PACIFIC REGION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

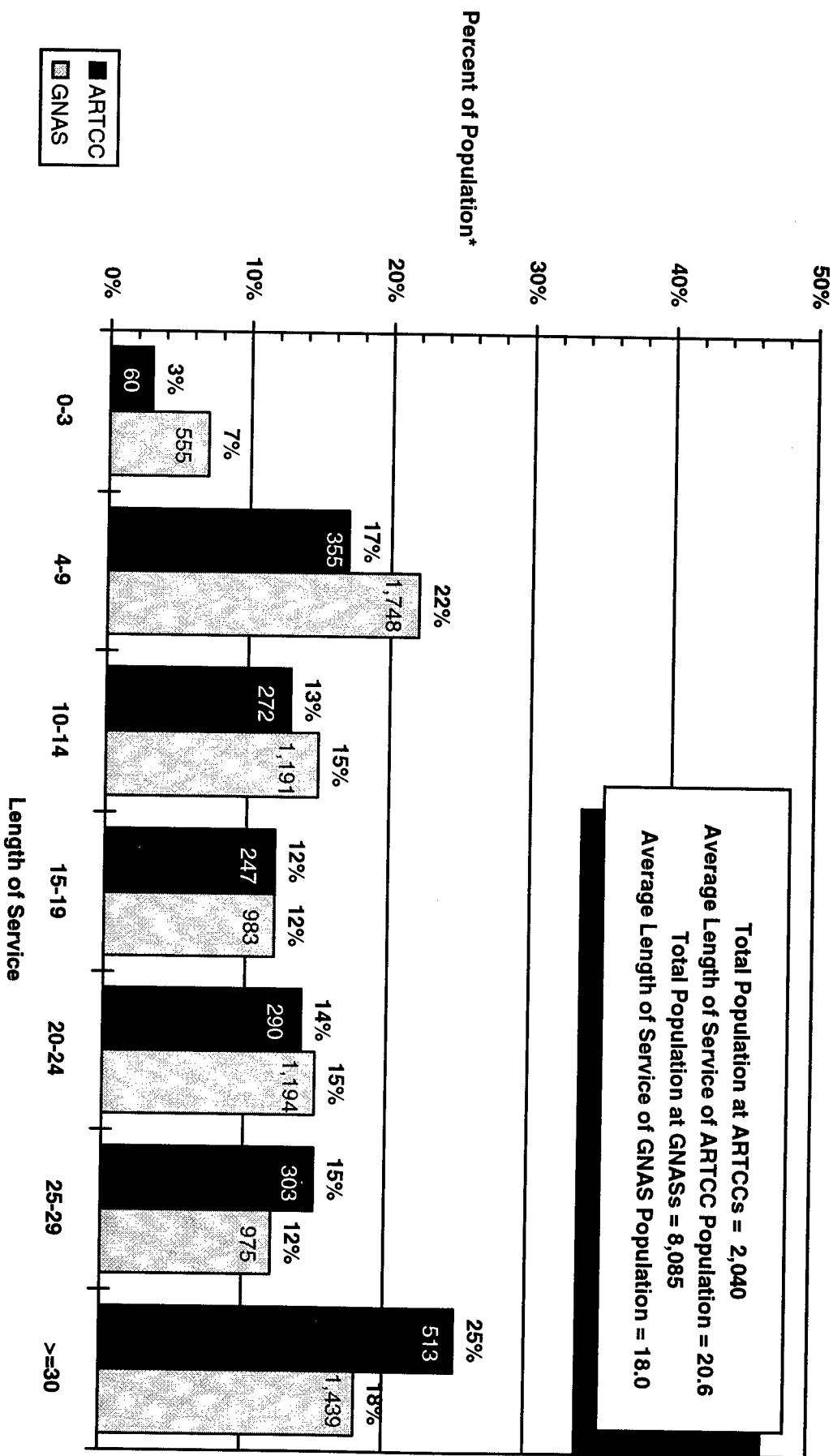
NATIONAL FIELD SUPPORT GROUP (NFSG) POPULATION
LENGTH OF SERVICE DISTRIBUTION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

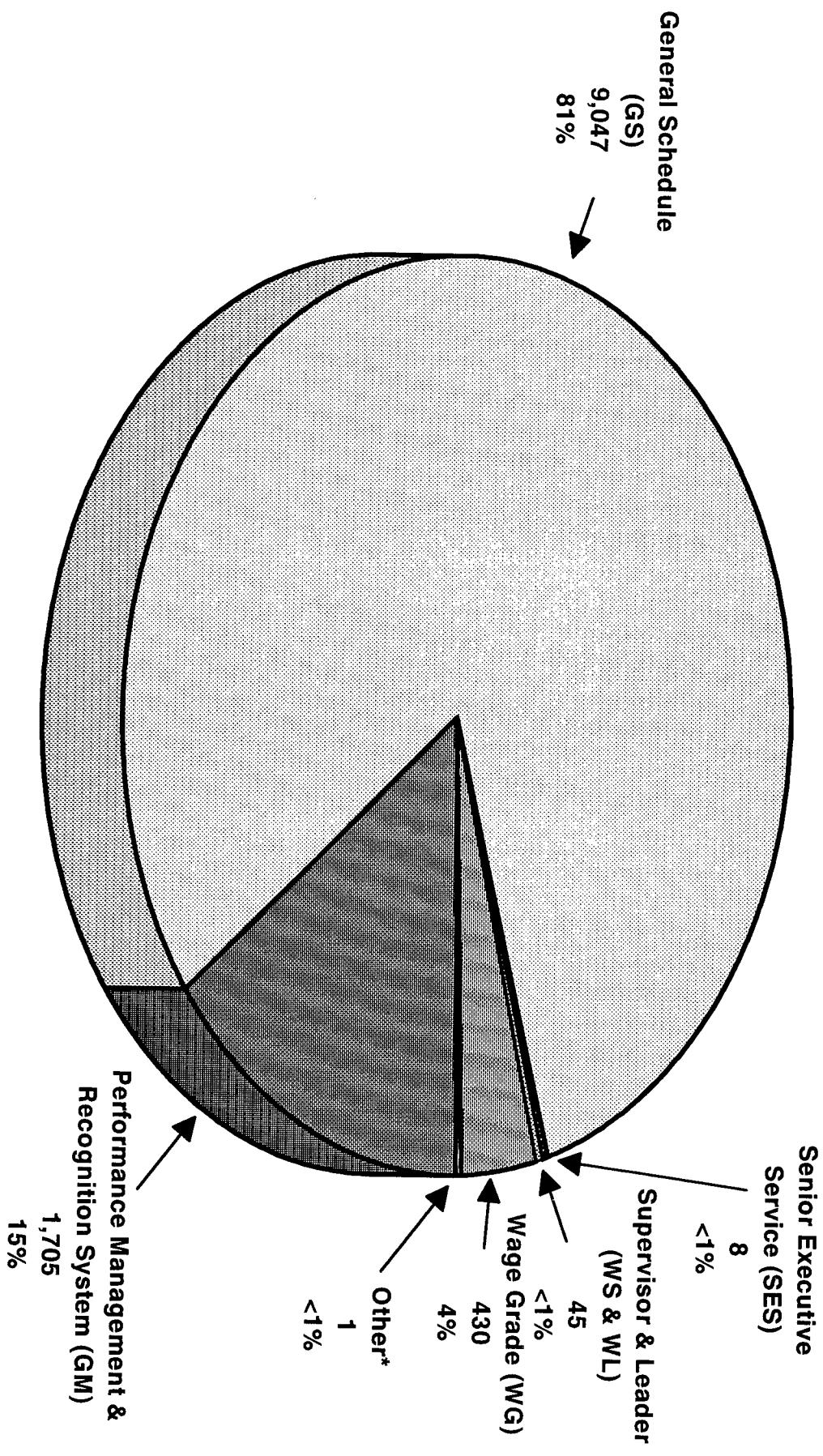
AIR ROUTE TRAFFIC CONTROL CENTER (ARTCC) SECTORS & GENERAL NAS (GNAS) SECTORS POPULATION LENGTH OF SERVICE DISTRIBUTION



2.4 FUNDING SOURCE

2.5 PAY PLAN AND GRADE

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)
TOTAL POPULATION - 11,236
PAY PLAN DISTRIBUTION



*"Other" may include student aid personnel with a Pay Plan code "GW & YW", Canal Zone personnel with a Pay Plan code "CZ & WZ", and American Samoa personnel with a Pay Plan code "GG", if any.

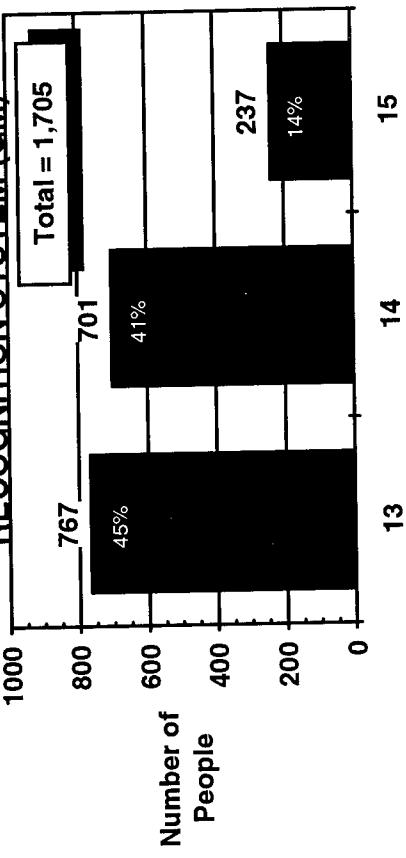
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

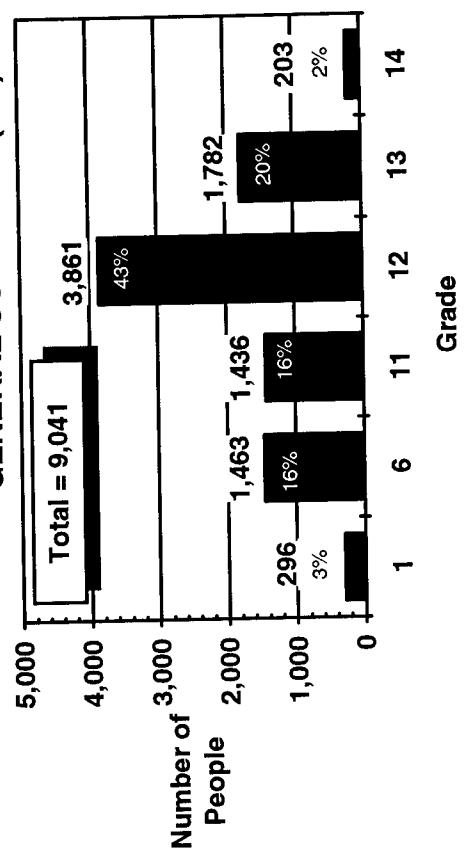
TOTAL POPULATION - 11,236*

GRADE DISTRIBUTION BY PAY PLAN

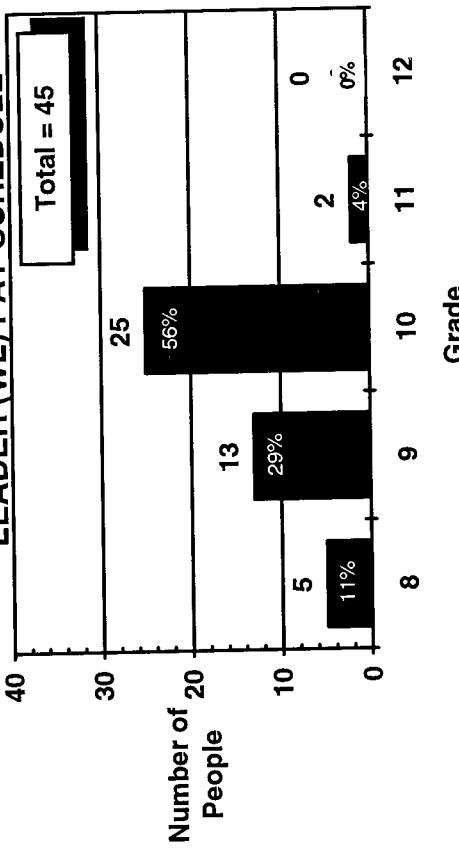
PERFORMANCE MANAGEMENT & RECOGNITION SYSTEM (GM)



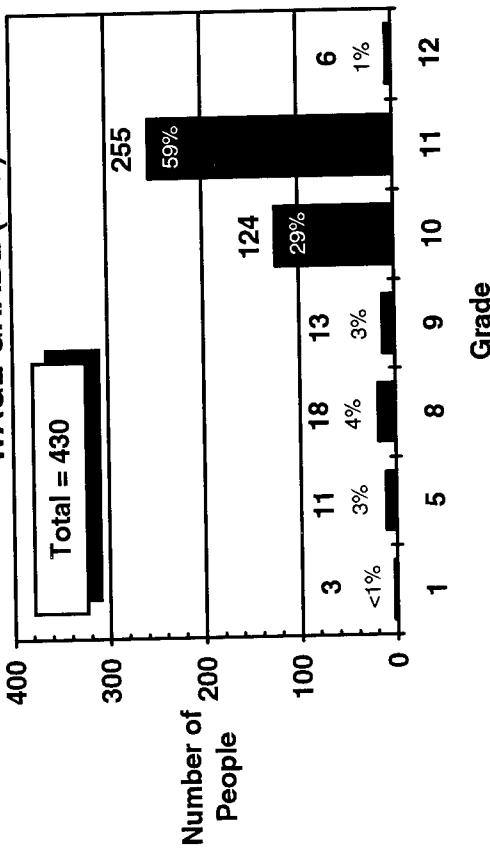
GENERAL SCHEDULE (GS)



WAGE SUPERVISOR (WS) & WAGE LEADER (WL) PAY SCHEDULE



WAGE GRADE (WG)



*Excludes Senior Executive Service (SES) & "Other" Pay Plan categories.

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

TOTAL POPULATION - 11,236*

PAY PLAN & GRADE DISTRIBUTION BY ORGANIZATION

Pay Plan & Grade	Organization										Total	
	AL	CE	EA	GL	NE	NM	SO	SW	WP	NFSG		
GM											6	
	13	1	0	0	0	0	2	0	2	1		
	14	30	53	120	107	34	83	145	101	94	767	
	15	39	44	87	92	34	66	144	89	90	701	
GS											16	
	1-5	17	15	26	29	12	24	31	35	26	22	
	6-10	16	15	34	23	12	35	62	63	35	237	
	11	85	93	141	225	61	130	316	167	189	1,296	
	12	66	101	158	238	61	188	251	192	153	56	
	13	142	210	542	557	197	395	753	496	548	1,463	
	14	116	114	173	231	71	216	278	211	217	3,861	
WG											1,436	
	1-4	9	6	6	18	7	18	13	16	15	1,782	
	5-7	0	0	1	1	0	0	0	0	1	203	
	8	7	1	0	0	0	0	0	0	0	3	
	9	6	3	1	1	0	1	1	2	0	11	
	10	9	0	0	0	0	0	0	0	0	18	
	11	15	8	1	3	1	2	0	0	0	13	
	12	59	29	21	8	3	21	18	22	35	124	
WS&WL											255	
	8	0	0	0	0	0	0	0	0	0	6	
	9	5	0	0	0	0	0	0	0	0	5	
	10	2	2	0	0	0	5	0	4	0	13	
	11	12	1	0	0	0	3	0	4	0	25	
	12	1	0	0	0	1	0	0	0	0	2	
TOTAL		637	695	1,311	1,533	490	1,223	2,043	1,432	1,468	395	11,227

*Excludes Senior Executive Service (SES) & "Other" Pay Plan categories

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

TOTAL POPULATION - 11,236*

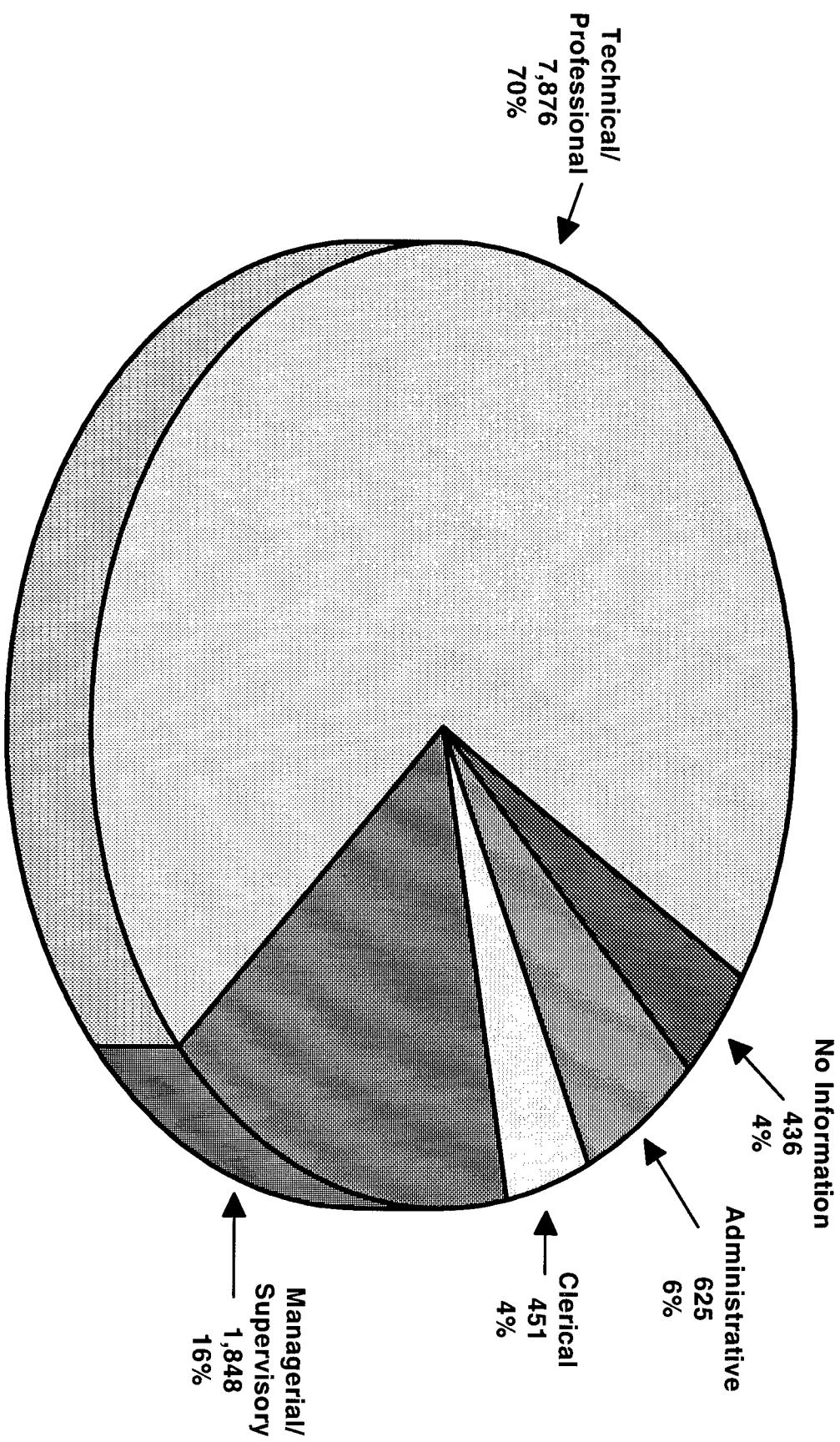
PERCENTAGE DISTRIBUTION OF PAY PLAN & GRADE WITHIN ORGANIZATION

Pay Plan & Grade		AL	CE	EA	GL	NE	Organization NM	SO	SW	WP	NFSG
GM	13	0	0	0	0	0	0	0	0	0	0
	14	5	8	9	7	6	7	5	7	6	0
	15	6	6	7	6	7	5	7	6	6	0
GS	1-5	3	2	2	2	2	2	2	2	2	4
	6-10	3	2	3	2	2	3	3	4	2	6
	11	13	13	11	15	12	11	15	12	13	14
	12	10	15	12	16	12	15	12	13	10	7
	13	22	30	41	36	40	32	37	35	37	5
	14	18	16	13	15	14	18	14	15	15	39
WG	1-4	1	1	0	1	1	1	1	1	1	24
	5-7	0	0	0	0	0	0	0	0	0	0
	8	8	9	1	1	1	0	0	0	0	0
	9	9	10	1	1	0	0	0	0	0	0
	10	10	11	2	1	0	0	2	1	2	0
	11	11	12	9	4	2	0	3	1	2	0
	12	12	12	0	0	0	0	0	0	0	0
WS&WL	8	8	0	0	0	0	0	0	0	0	0
	9	9	1	0	0	0	0	0	0	0	0
	10	10	0	0	0	0	0	0	0	0	0
	11	11	2	0	0	0	0	0	0	0	0
	12	12	0	0	0	0	0	0	0	0	0
Total		100	100	100	100	100	100	100	100	100	100

*Excludes Senior Executive Service (SES) & "Other" Pay Plan categories

2.6 FUNCTION

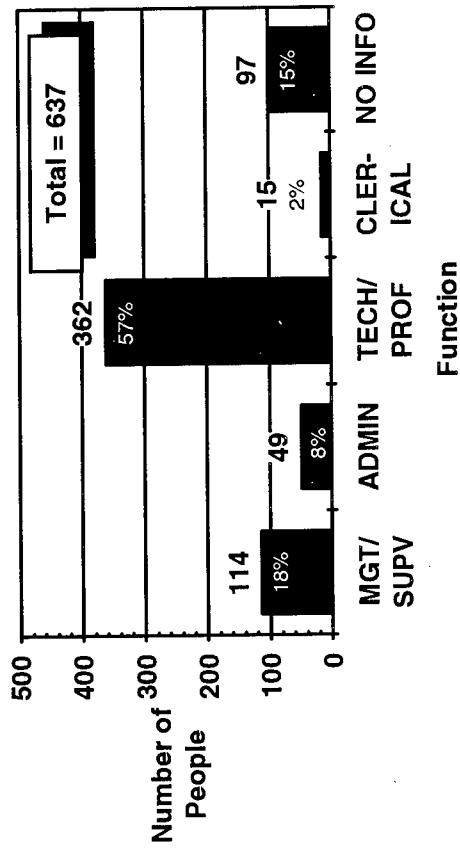
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)
TOTAL POPULATION - 11,236
DISTRIBUTION BY FUNCTION



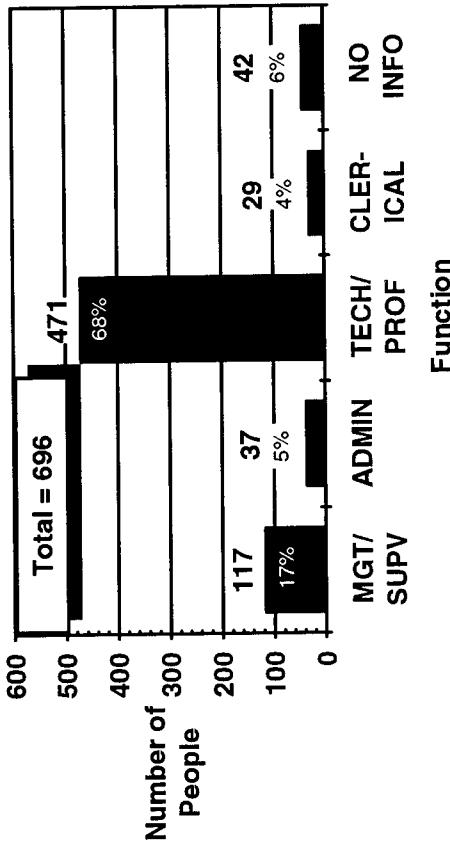
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

**REGIONAL POPULATION
 DISTRIBUTION BY FUNCTION**

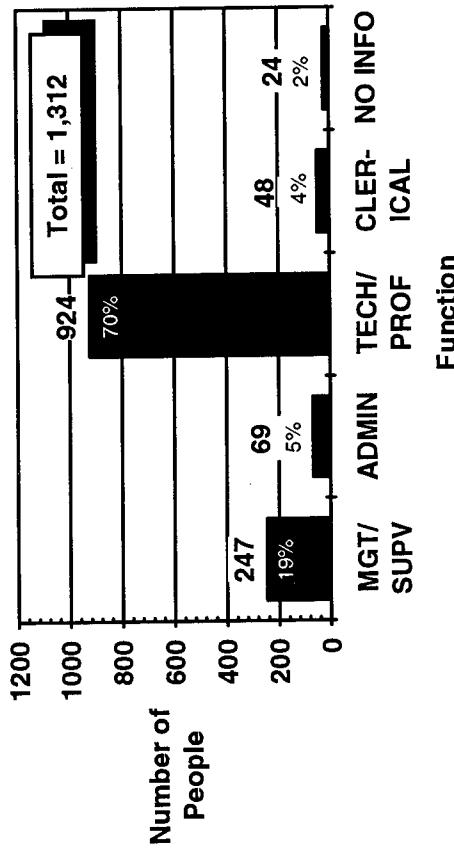
ALASKAN REGION



CENTRAL REGION



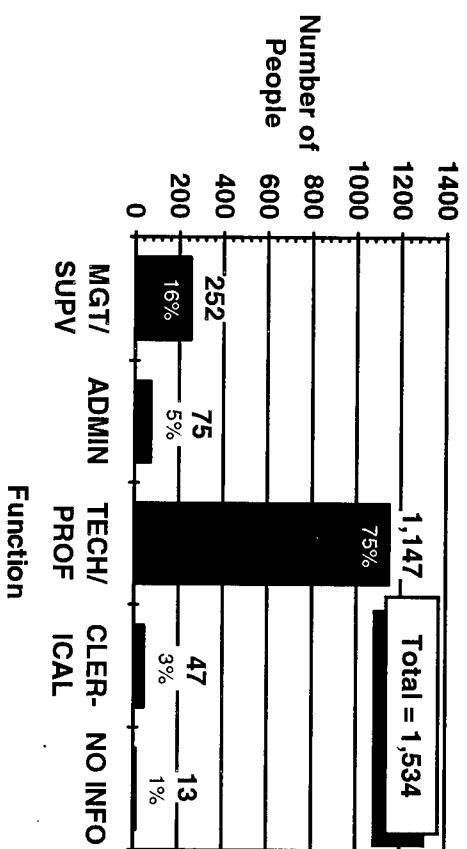
EASTERN REGION



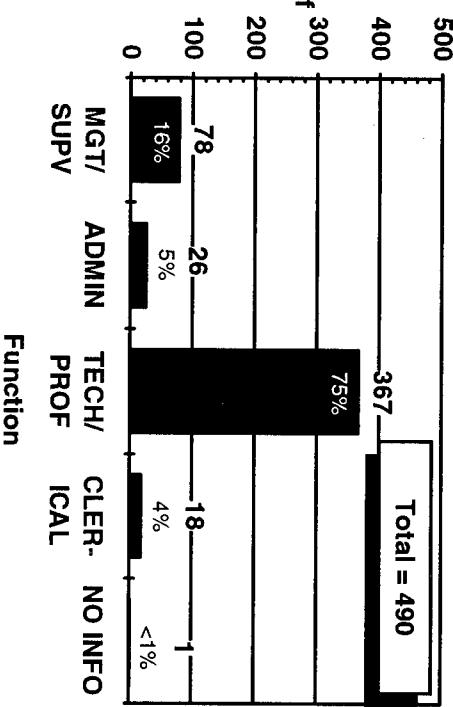
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

REGIONAL POPULATION
DISTRIBUTION BY FUNCTION

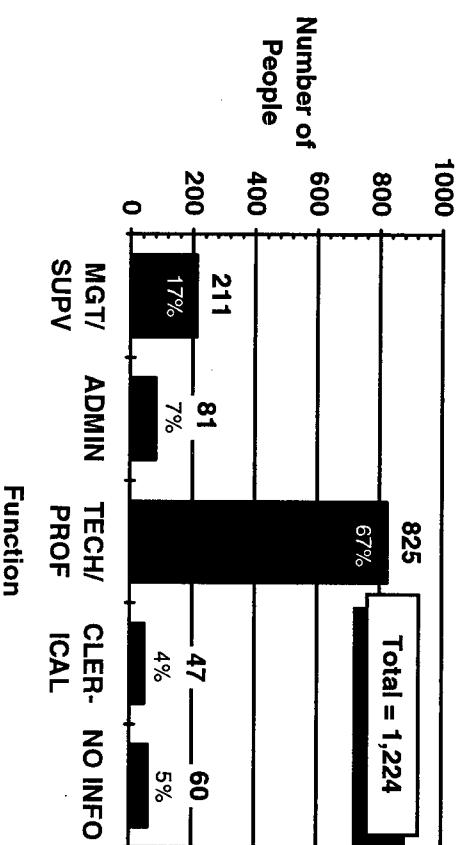
GREAT LAKES REGION



NEW ENGLAND REGION



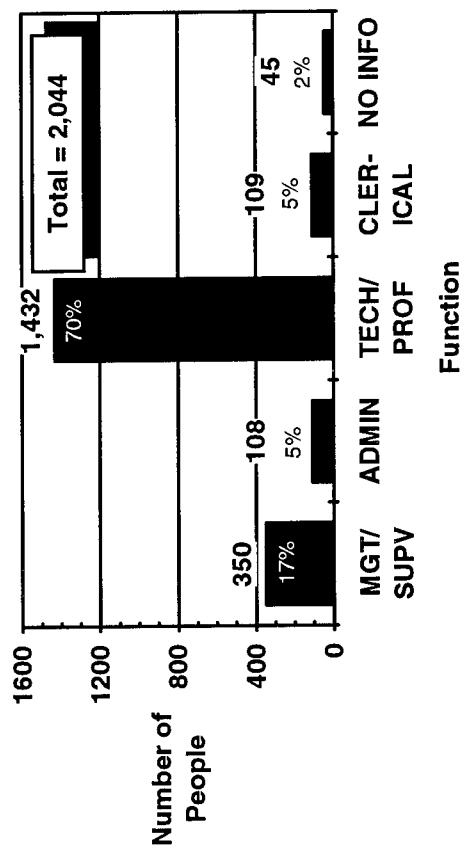
NORTHWEST MOUNTAIN REGION



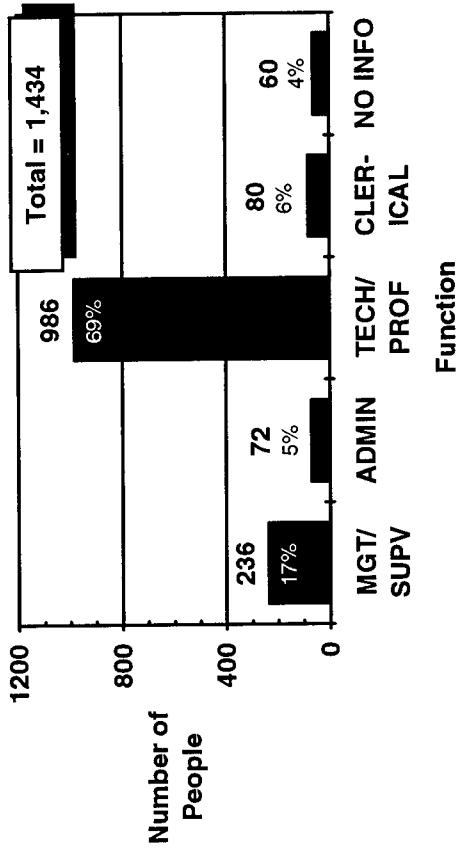
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

**REGIONAL POPULATION
 DISTRIBUTION BY FUNCTION**

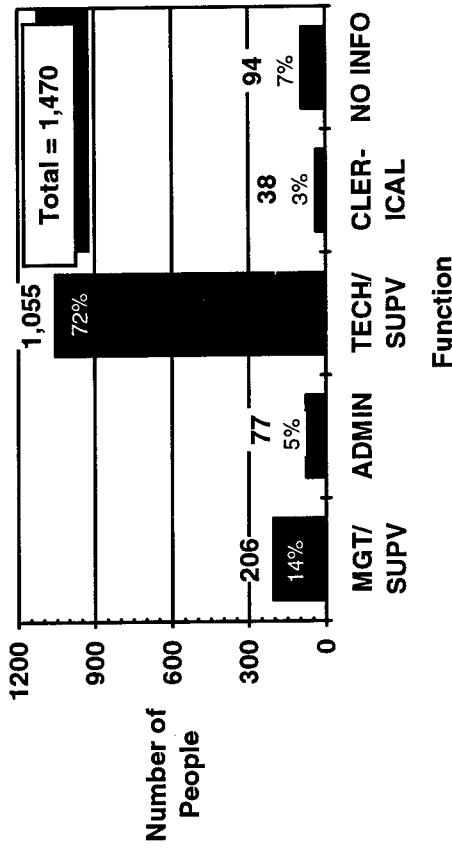
SOUTHERN REGION



SOUTHWEST REGION



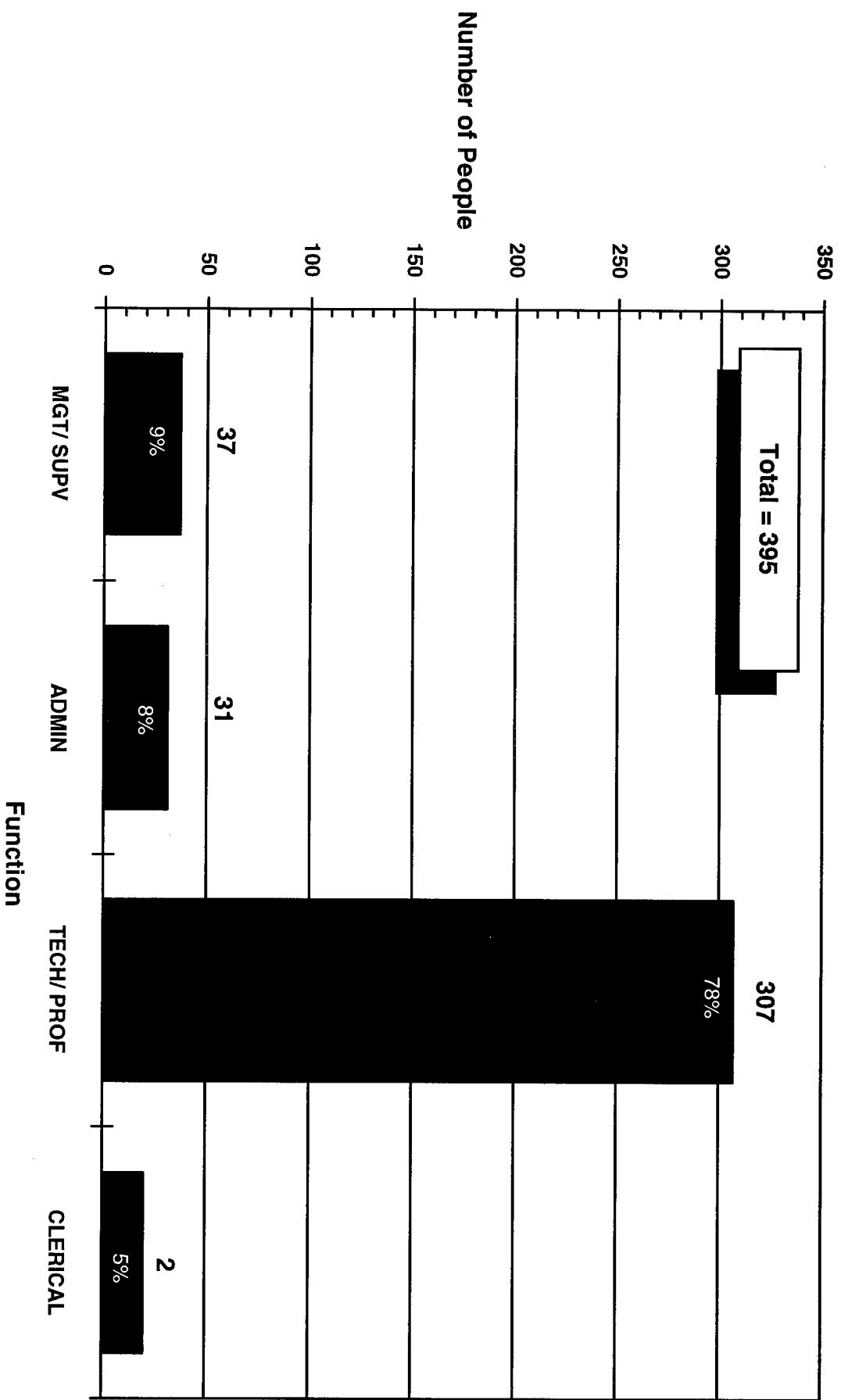
WESTERN PACIFIC REGION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

NATIONAL FIELD SUPPORT GROUP(NFSG) POPULATION DISTRIBUTION BY FUNCTION

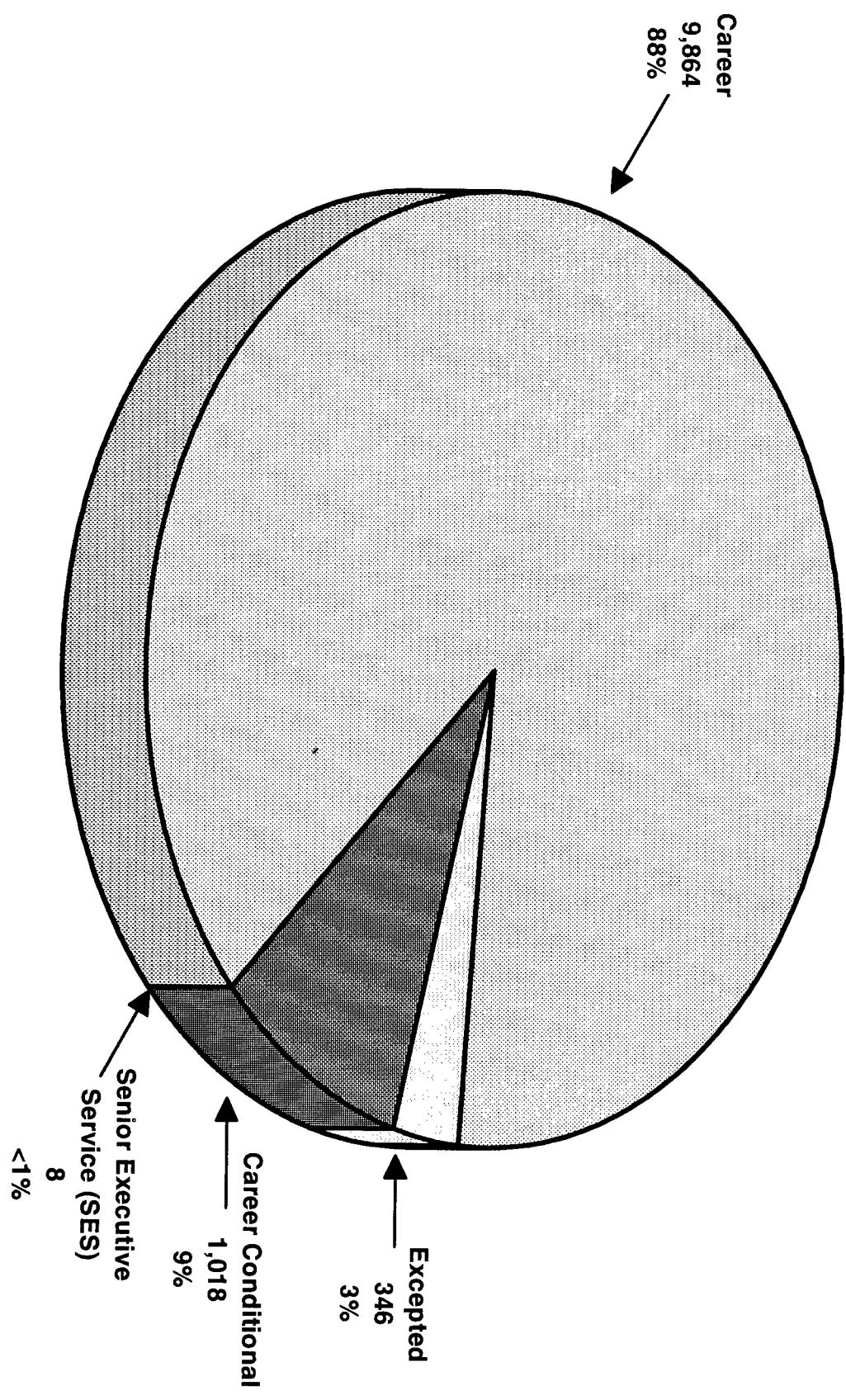


2.7 TYPE OF APPOINTMENT

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

TOTAL POPULATION -11,236

DISTRIBUTION BY TYPE OF APPOINTMENT



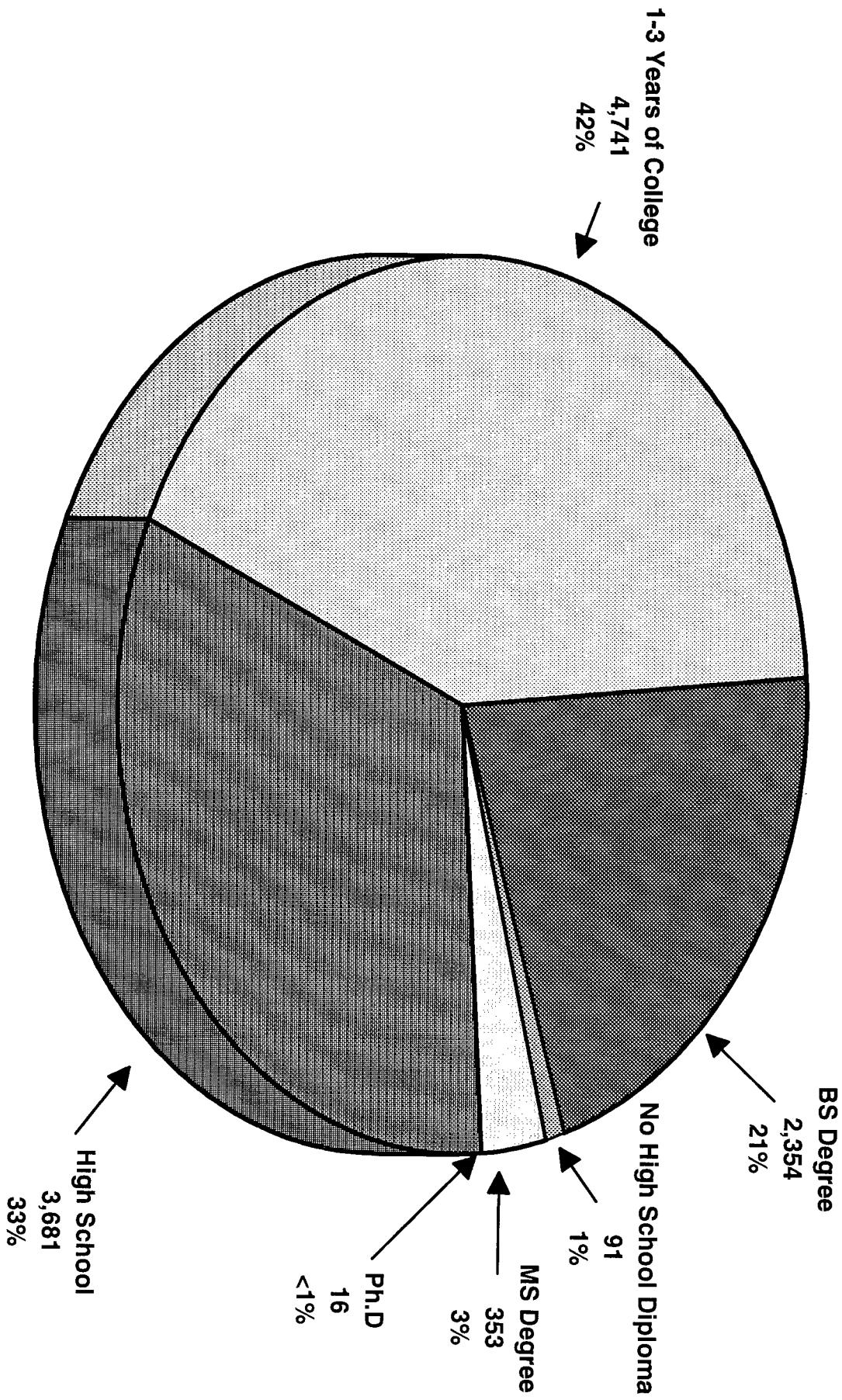
2.8 EDUCATION

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

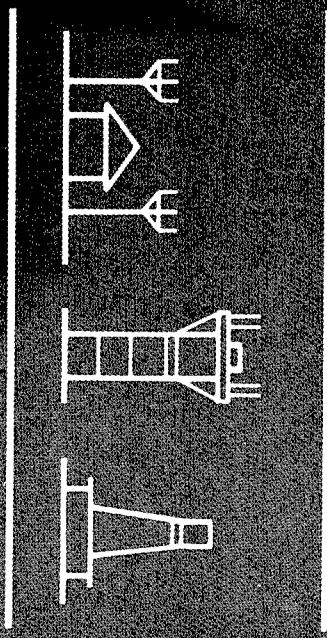
TOTAL POPULATION - 11,236

DISTRIBUTION BY EDUCATION





3.0 THE ENGINEERING/TECHNICIAN SUBPOPULATION

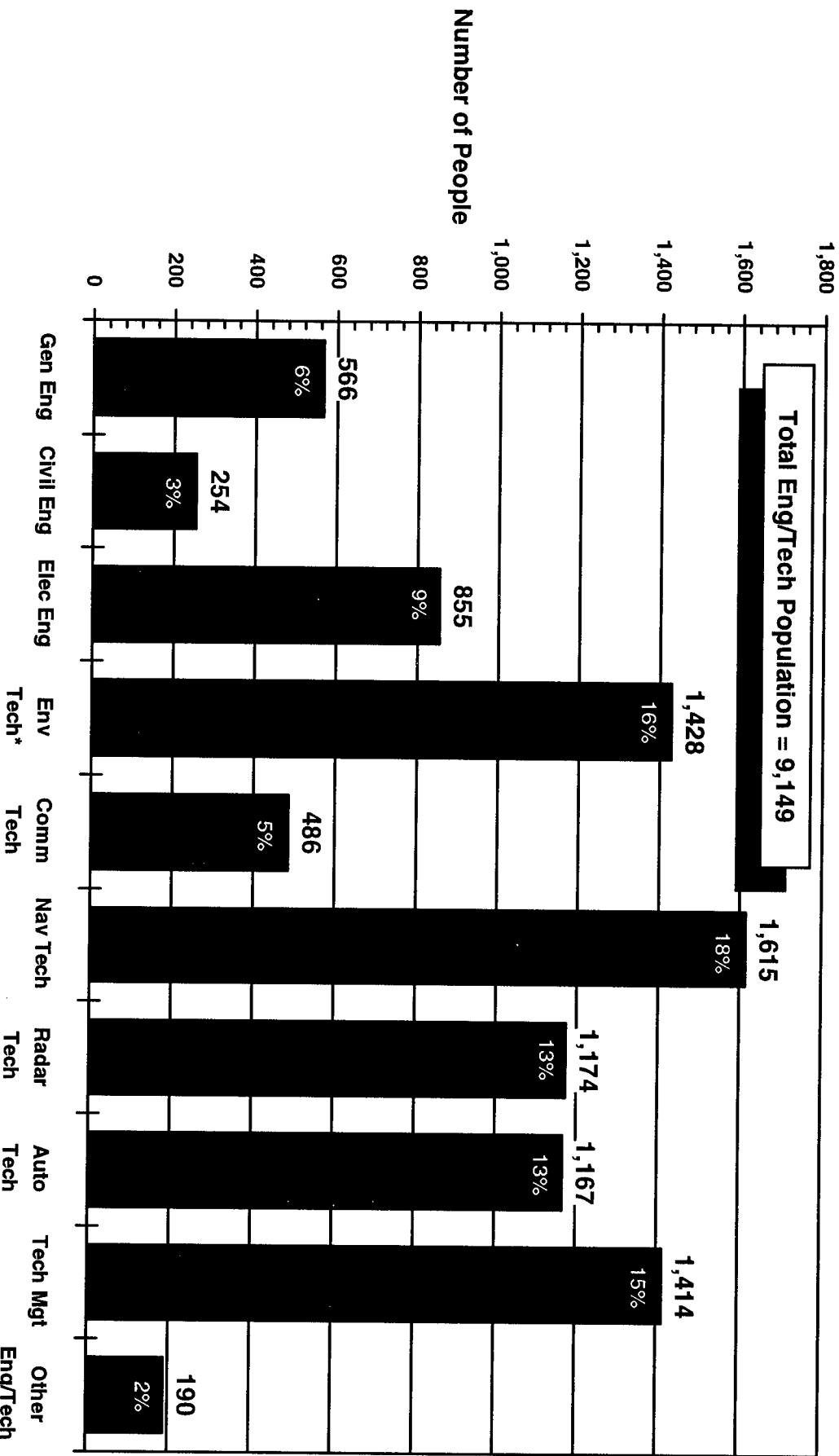


3.1 CAREER FIELDS

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

TOTAL ENGINEERING/TECHNICIAN POPULATION

CAREER FIELD DISTRIBUTION



* Includes GS-802 & WG-4749

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

CAREER FIELD DISTRIBUTION BY ORGANIZATION
TOTAL ENGINEERING/TECHNICIAN POPULATION - 9,149

Engineering/ Technician Career Field	Organization												
	Alaskan		Central		Eastern		Great Lakes		New England		Northwest Mountain		
#	%	#	%	#	%	#	%	#	%	#	%	#	%
General Engineer	46	9%	34	6%	51	5%	61	5%	25	6%	77	8%	
Civil Engineer	7	1%	22	4%	46	4%	28	2%	21	5%	6	1%	
Electronics Engineer	34	7%	50	8%	64	6%	100	8%	34	8%	86	9%	
Environmental Technician*	115	23%	96	16%	143	13%	205	16%	66	15%	158	16%	
Communication Technician	2	<1%	64	11%	61	5%	93	7%	30	7%	21	2%	
Navaids Technician	129	26%	108	18%	221	20%	220	17%	81	19%	186	19%	
Radar Technician	68	14%	24	4%	112	10%	282	22%	24	6%	204	21%	
Automation Technician	32	7%	92	16%	150	13%	62	5%	91	21%	146	15%	
Technical Management	46	9%	85	14%	253	22%	207	16%	47	11%	73	7%	
Other Engineer/Technician	13	3%	15	3%	29	3%	36	3%	7	2%	20	2%	
Total	492	100%	590	100%	1,130	100%	1,294	100%	426	100%	977	100%	

*Includes GS-802 & WG-4749

Percentages based on engineering/technician population in each organization

(Continued)

**AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)**

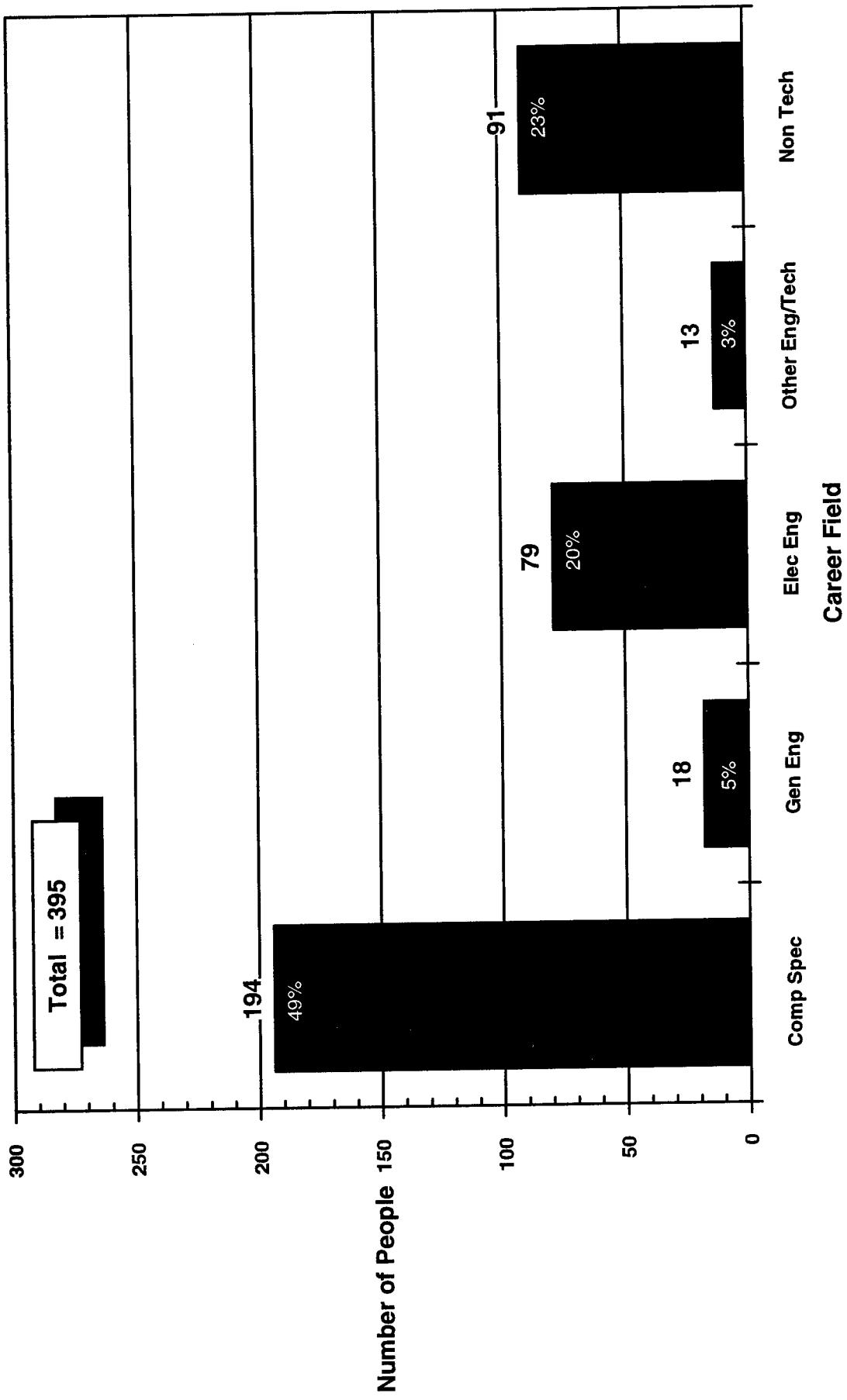
**CAREER FIELD DISTRIBUTION BY ORGANIZATION
TOTAL ENGINEERING/TECHNICIAN POPULATION - 9,149**

Engineering/ Technician Career Field	Organization						#	%
	Southern	Southwest	Western Pacific	NFSG	Total			
General Engineer	88	5%	94	8%	72	6%	18	16%
Civil Engineer	51	3%	21	2%	52	4%	0	0%
Electronics Engineer	126	7%	176	15%	106	9%	79	72%
Environmental Technician*	239	14%	184	15%	222	18%	0	0%
Communication Technician	75	4%	73	6%	67	5%	0	0%
Navair's Technician	276	16%	173	14%	221	18%	0	0%
Radar Technician	98	6%	169	14%	193	16%	0	0%
Automation Technician	330	19%	131	11%	133	11%	0	0%
Technical Management	394	23%	152	13%	157	13%	0	0%
Other Engineer/Technician	25	1%	22	2%	10	1%	13	12%
Total	1,702	100%	1,195	100%	1,233	100%	110	100%
							9,149	100%

*Includes GS-802 & WG-4749

Percentages based on engineering/technician population in each organization

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)
NATIONAL FIELD SUPPORT GROUP (NFFSG) POPULATION
CAREER FIELD DISTRIBUTION



**AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)**

CAREER FIELD DISTRIBUTION

ARTCC & GNAS ENGINEERING/TECHNICIAN POPULATION - 8,632

Engineering/Technician Career Field	Air Route Traffic Control Center (ARTCC) Sectors		General National Airspace System (GNAS) Sectors		Total	
	#	%	#	%	#	%
General Engineer	48	3%	309	4%	357	4%
Civil Engineer	0	0%	246	3%	246	3%
Electronics Engineer	91	6%	567	8%	658	8%
Environmental Technician*	281	18%	1,133	16%	1,414	16%
Communication Technician	249	16%	231	3%	480	6%
Navairds Technician	9	1%	1,600	23%	1,609	19%
Radar Technician	101	6%	1,072	15%	1,173	14%
Automation Technician	384	25%	777	11%	1,161	13%
Technical Management	401	26%	967	14%	1,368	16%
Other Engineer/Technician	1	<1%	165	2%	166	2%
Total	1,565	100%	7,067	100%	8,632	100%

*Includes GS-802 & WG-4749

Percentages based on total ARTCC or GNAS engineering/technician population as applicable

3.2 AGE AND AVERAGE AGE

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AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

AGE DISTRIBUTION BY CAREER FIELD

TOTAL ENGINEERING/TECHNICIAN POPULATION - 9,149

Engineering/ Technician Career Field	Age										
	<=20		21-30		31-40		41-50		51-60		
#	%	#	%	#	%	#	%	#	%	#	%
General Engineer	0	0%	32	6%	159	28%	198	35%	158	28%	
Civil Engineer	0	0%	99	39%	106	42%	30	12%	12	5%	
Electronics Engineer	0	0%	207	24%	304	36%	193	23%	128	15%	
Environmental Technician*	0	0%	89	6%	333	23%	605	42%	333	23%	
Communication Technician	0	0%	83	17%	160	33%	129	27%	93	19%	
Nav aids Technician	0	0%	191	12%	483	30%	452	28%	418	26%	
Radar Technician	0	0%	110	9%	306	26%	336	29%	372	32%	
Automation Technician	0	0%	100	9%	317	27%	334	29%	348	30%	
Technical Management	0	0%	43	3%	208	15%	499	35%	598	42%	
Other Engineer/Technician	0	0%	51	27%	57	30%	39	21%	33	17%	
Total	0	0%	1,005	11%	2,433	27%	2,815	31%	2,493	27%	

*Includes GS-802 & WG-4749

Percentages based on population in each career field

(Continued)

**AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)**

**AGE DISTRIBUTION BY CAREER FIELD
TOTAL ENGINEERING/TECHNICIAN POPULATION - 9,149**

Engineering/ Technician Career Field	Age			Avg Age	
	#	%	#		
General Engineer	19	3%	0	0%	566 45
Civil Engineer	7	3%	0	0%	254 35
Electronics Engineer	22	3%	1	<1%	855 39
Environmental Technician*	65	5%	3	<1%	1,428 45
Communication Technician	21	4%	0	0%	486 42
Navads Technician	67	4%	4	<1%	1,615 44
Radar Technician	50	4%	0	0%	1,174 45
Automation Technician	67	6%	1	<1%	1,167 45
Technical Management	65	5%	1	<1%	1,414 49
Other Engineer/Technician	10	5%	0	0%	190 40
Total	393	4%	10	<1%	9,149 44
12% 44					

*Includes GS-802 & WG-4749

Percentages based on population in each career field

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

AVERAGE AGE BY CAREER FIELD

ARTCC & GNAS ENGINEERING/TECHNICIAN POPULATION - 8,632

Engineering/ Technician Career Field	Number of People	Average Age	Number of People	GNAS Average Age
General Engineer	48	42.4	309	43
Civil Engineer	0	0	246	34.2
Electronics Engineer	91	42.8	567	36.7
Environmental Technician*	281	46.7	1,133	44.7
Communication Technician	249	42.9	231	40.3
Nav aids Technician	9	38	1,600	43.7
Radar Technician	101	45.4	1,072	45.1
Automation Technician	384	45	777	45.5
Technical Management	401	49.5	967	48.2
Other Engineer/Technician	1	40.3	165	40.2
Total	1,565	45.9	7,067	43.8

*Includes GS-802 & WG-4749

3.3 LENGTH OF SERVICE

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AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

LENGTH OF SERVICE BY CAREER FIELD

TOTAL ENGINEERING/TECHNICIAN POPULATION - 9,149

Engineering/ Technician Career Field	Length of Service (LOS)							
	0-3		4-9		10-14			
#	%	#	%	#	%	#	%	
General Engineer	11	2%	117	21%	78	14%	83	15%
Civil Engineer	112	44%	77	30%	29	11%	15	6%
Electronics Engineer	170	20%	305	36%	51	6%	74	9%
Environmental Technician*	68	5%	283	20%	223	16%	233	16%
Communication Technician	32	7%	145	30%	86	18%	53	11%
Nav aids Technician	42	3%	422	26%	272	17%	184	11%
Radar Technician	32	3%	232	20%	192	16%	116	10%
Automation Technician	26	2%	214	18%	198	17%	132	11%
Technical Management	19	1%	81	6%	109	8%	154	11%
Other Engineer/Technician	51	27%	45	24%	30	16%	16	8%
Total	563	6%	1,921	21%	1,268	14%	1,060	12%
								1,342
								15%

*Includes GS-802 & WG-4749

Percentages based on population in each career field

(Continued)

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

LENGTH OF SERVICE BY CAREER FIELD
TOTAL ENGINEERING/TECHNICIAN POPULATION - 9,149

Engineering/ Technician Career Field	Length of Service (LOS)					
	#	%	#	%	#	%
General Engineer	66	12%	113	20%	566	100%
Civil Engineer	6	2%	7	3%	254	100%
Electronics Engineer	81	9%	89	10%	855	100%
Environmental Technician*	185	13%	130	9%	1,428	100%
Communication Technician	48	10%	71	15%	486	100%
Nav aids Technician	177	11%	311	19%	1,615	100%
Radar Technician	151	13%	303	26%	1,174	100%
Automation Technician	156	13%	286	25%	1,167	100%
Technical Management	256	18%	534	38%	1,414	100%
Other Engineer/Technician	16	8%	9	5%	190	100%
Total	1,142	12%	1,853	20%	9,149	100%
						18.7

*Includes GS-802 & WG-4749

Percentages based on population in each career field

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

**AVERAGE LENGTH OF SERVICE BY CAREER FIELD
 ARTCC & GNAS ENGINEERING/TECHNICIAN POPULATION - 8,632**

Engineering/ Technician Career Field	Number of People	Average Length of Service	Number of People	Average Length of Service
General Engineer	43	19	309	16.9
Civil Engineer	0	0	246	7.1
Electronics Engineer	91	18.5	567	10.4
Environmental Technician*	281	18.9	1,133	16.7
Communication Technician	249	16.3	231	15.4
Nav aids Technician	9	14.8	1,600	18.2
Radar Technician	101	19.3	1,072	20.1
Automation Technician	384	20.1	777	20.3
Technical Management	401	26.7	967	24.8
Other Engineer/Technician	1	14.1	165	11.8
Total	1,565	20.8	7,067	18.1

*Includes GS-802 & WG-4749

3.4 AVERAGE AGE AND AVERAGE LENGTH OF SERVICE

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

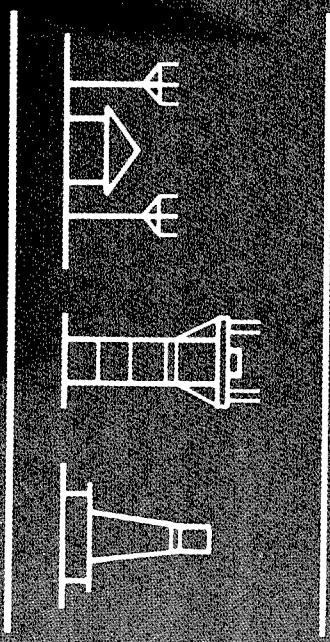
AVERAGE AGE & AVERAGE LENGTH OF SERVICE BY CAREER FIELD
TOTAL ENGINEERING/TECHNICIAN POPULATION - 9,149

Engineering/ Technician Career Field	Total Eng/Tech Population	Average Age	Average Length of Service
General Engineer	566	44.8	19.5
Civil Engineer	254	34.5	7.3
Electronics Engineer	855	39.1	13.2
Environmental Technician*	1,428	45.2	17.2
Communication Technician	486	41.6	15.9
Nav aids Technician	1,615	43.7	18.2
Radar Technician	1,174	45.1	20
Automation Technician	1,167	45.3	20.2
Technical Management	1,414	48.6	25.3
Other Engineer/Technician	190	40	11.7
Total	9,149	44.3	18.7

*Includes GS-802 & WG-4749



4.0 RETIREMENT ELIGIBILITY



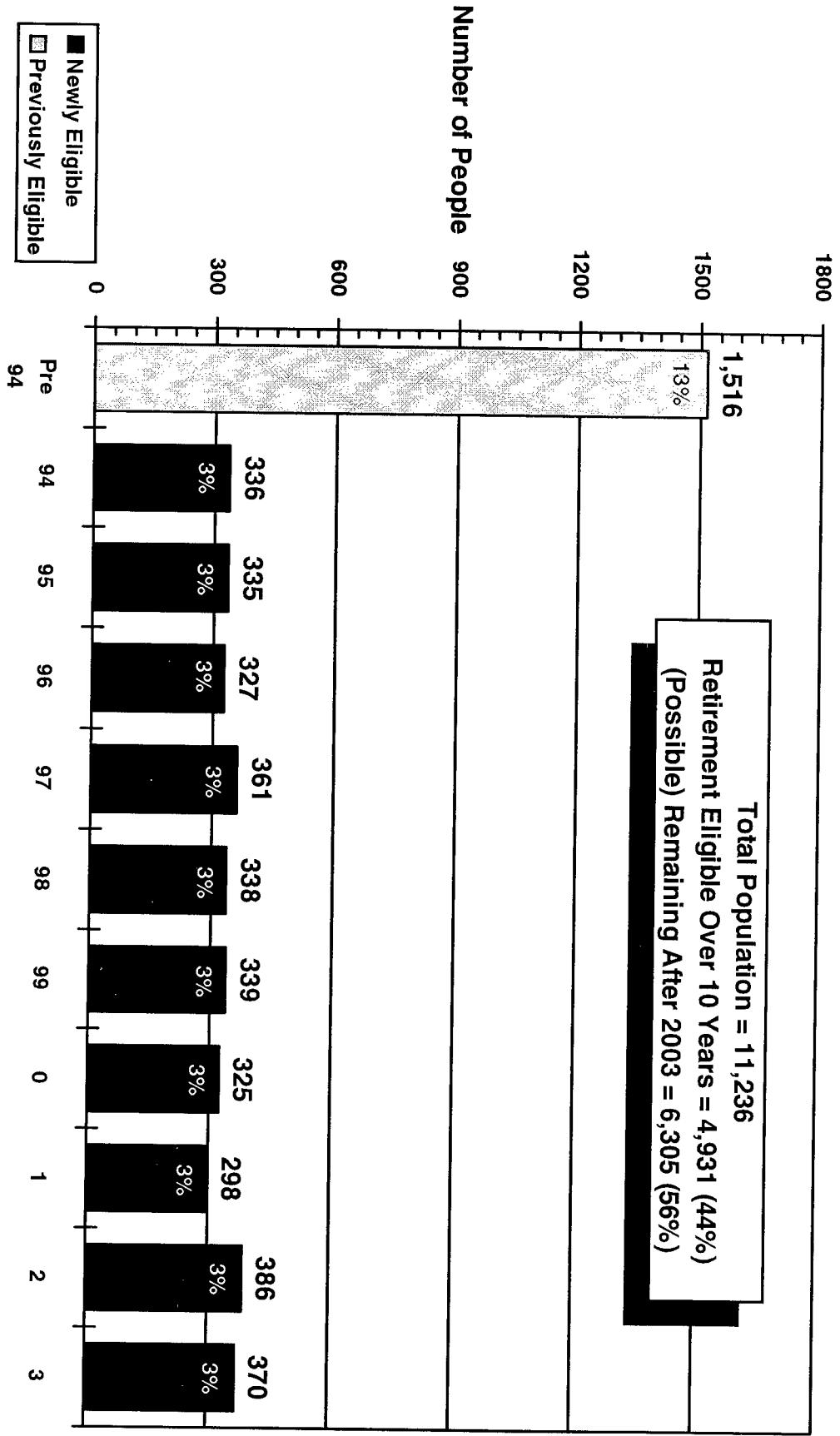


4.1 NEWLY ELIGIBLE FOR RETIREMENT

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

TOTAL POPULATION

NEWLY RETIREMENT ELIGIBLE - TEN YEAR PROJECTION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1992)

NEWLY RETIREMENT ELIGIBLE BY ORGANIZATION
CUMULATIVE TEN YEAR PROJECTION (FY94 - FY03)
TOTAL POPULATION -11,236

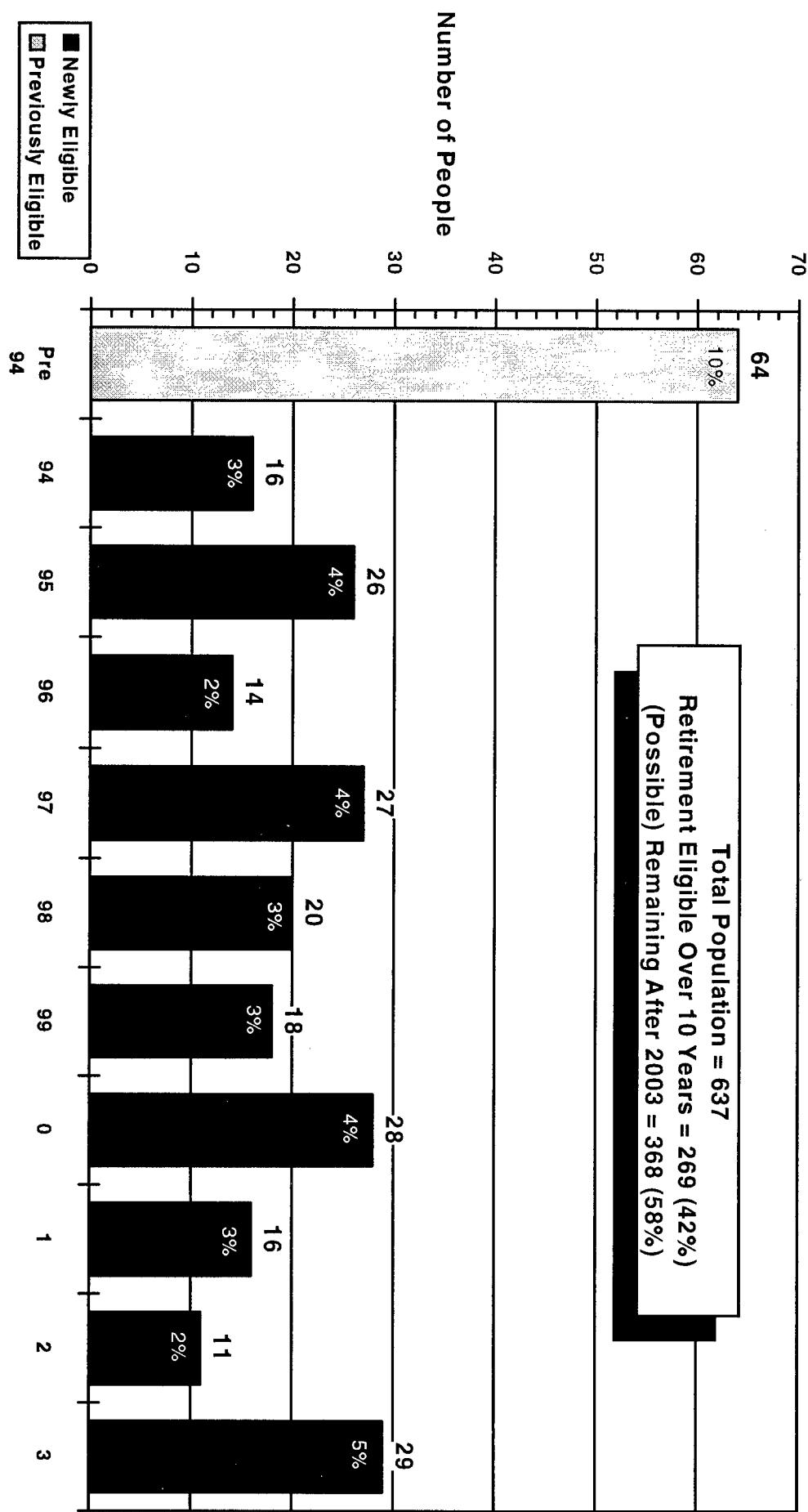
Region	Total Population	Cumulative Ten Year Projection (FY94- FY03)		Possible Remaining after FY03	
		#	%	#	%
Alaskan	637	269	42%	368	58%
Central	696	241	35%	455	65%
Eastern	1,312	583	44%	729	56%
Great Lakes	1,534	629	41%	905	59%
New England	490	181	37%	309	63%
Northwest Mountain	1,224	578	47%	646	53%
Southern	2,044	932	46%	1,112	54%
Southwest	1,434	636	44%	798	56%
Western Pacific	1,470	695	47%	775	53%
NFSG	395	187	47%	208	53%
Total	11,236	4,931	44%	6,305	56%

Percentages based on population in each organization

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

ALASKAN REGION

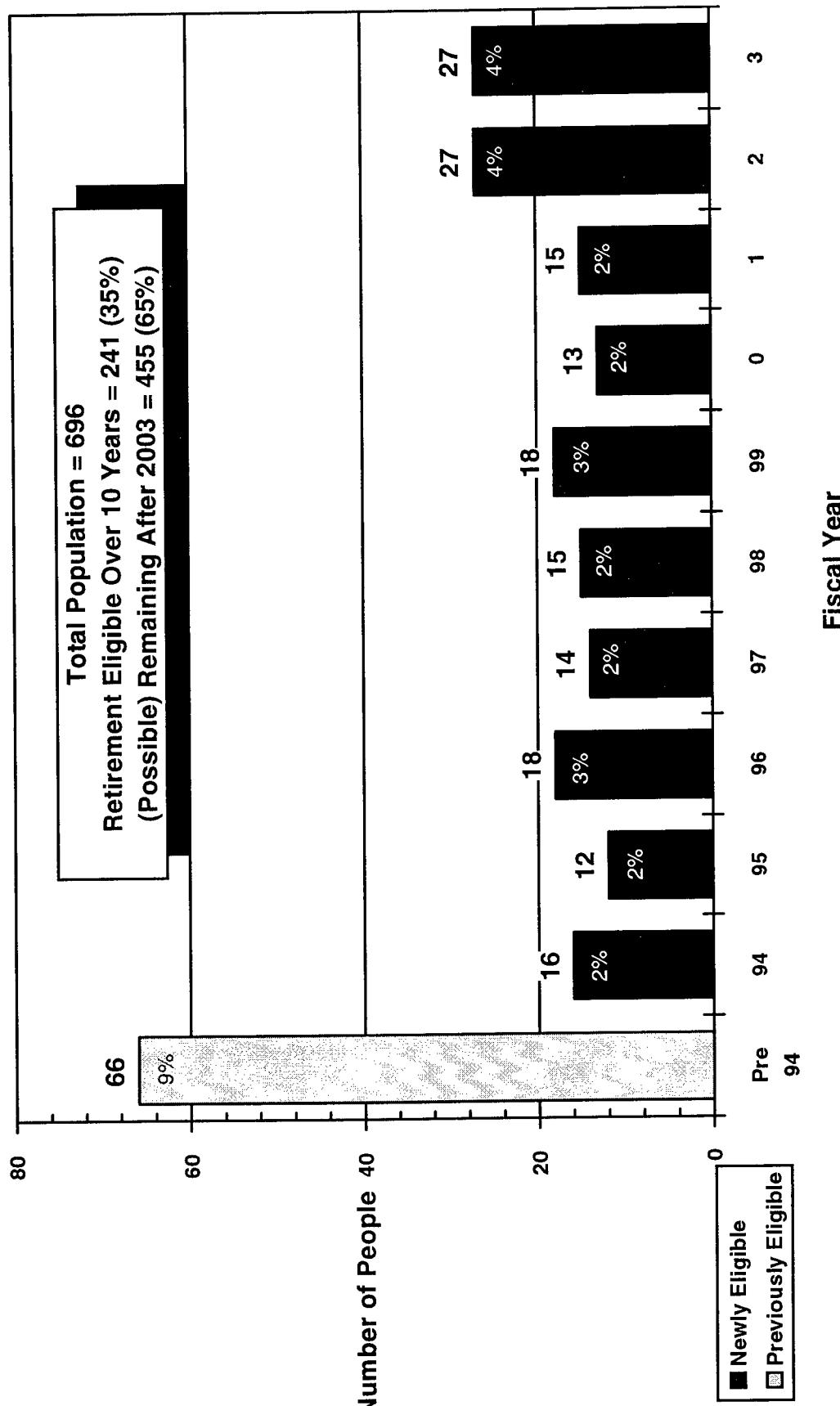
NEWLY RETIREMENT ELIGIBLE - TEN YEAR PROJECTION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

CENTRAL REGION

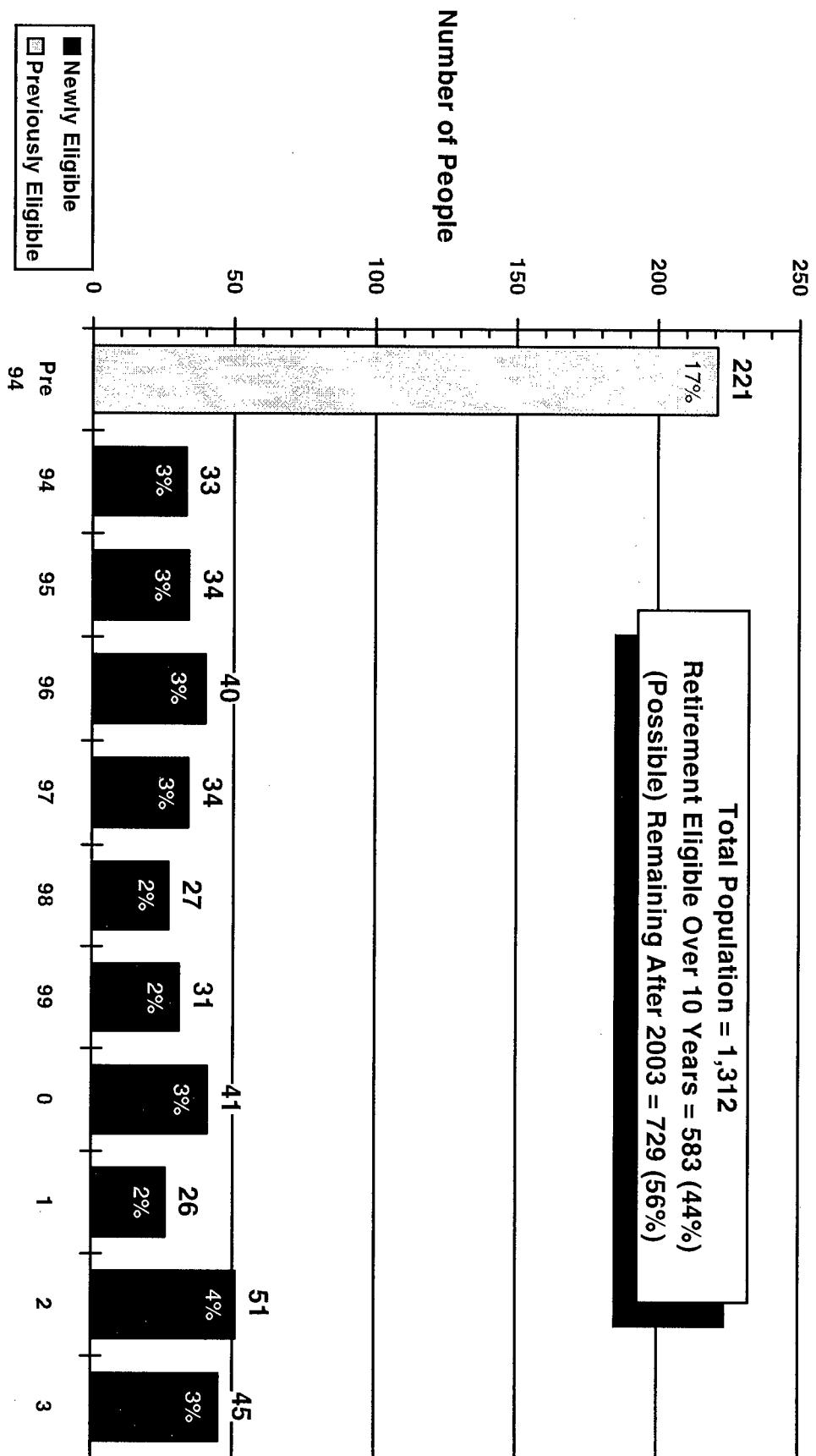
NEWLY RETIREMENT ELIGIBLE - TEN YEAR PROJECTION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

EASTERN REGION

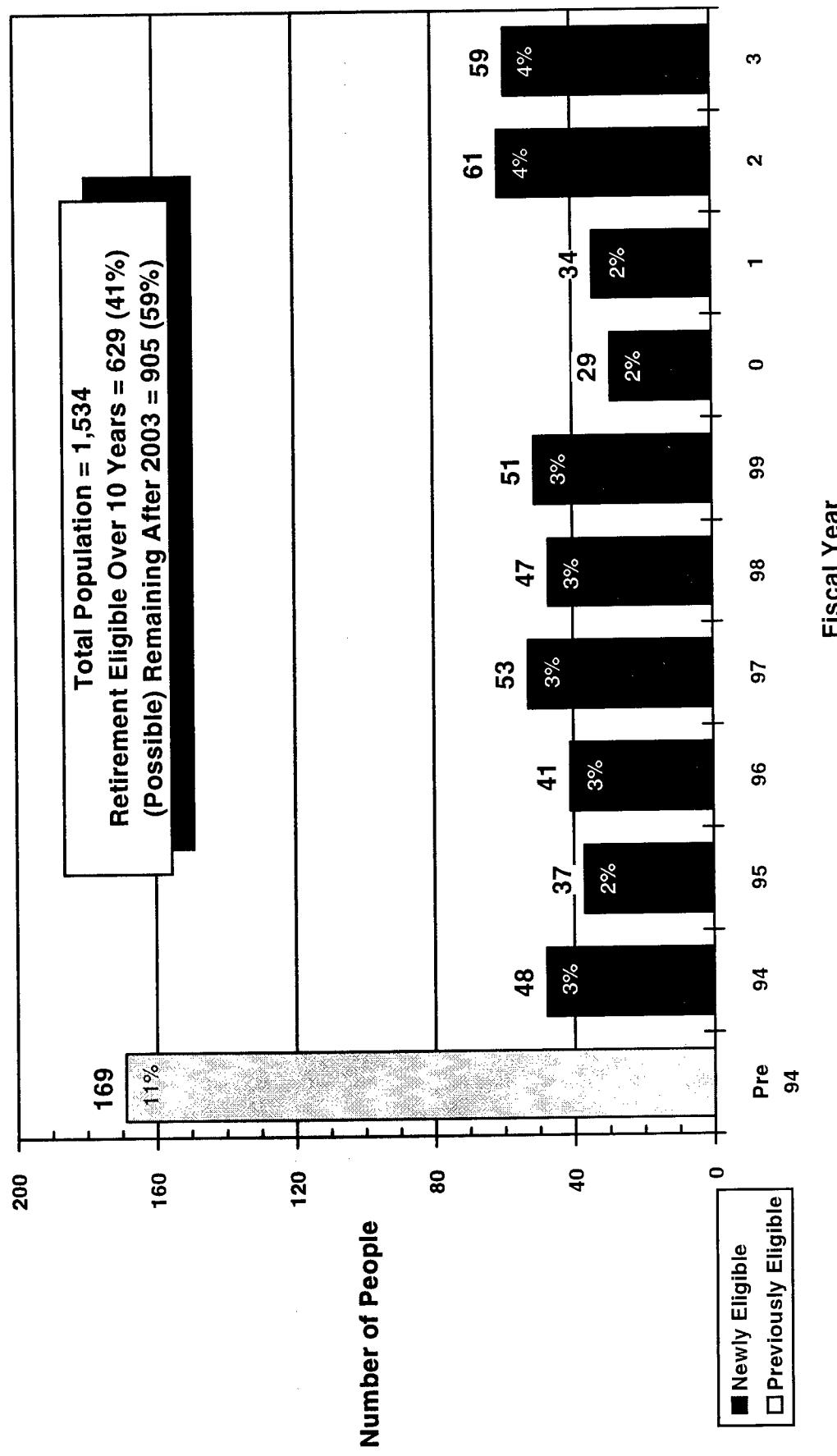
NEWLY RETIREMENT ELIGIBLE - TEN YEAR PROJECTION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(As of September 30, 1993)

GREAT LAKES REGION

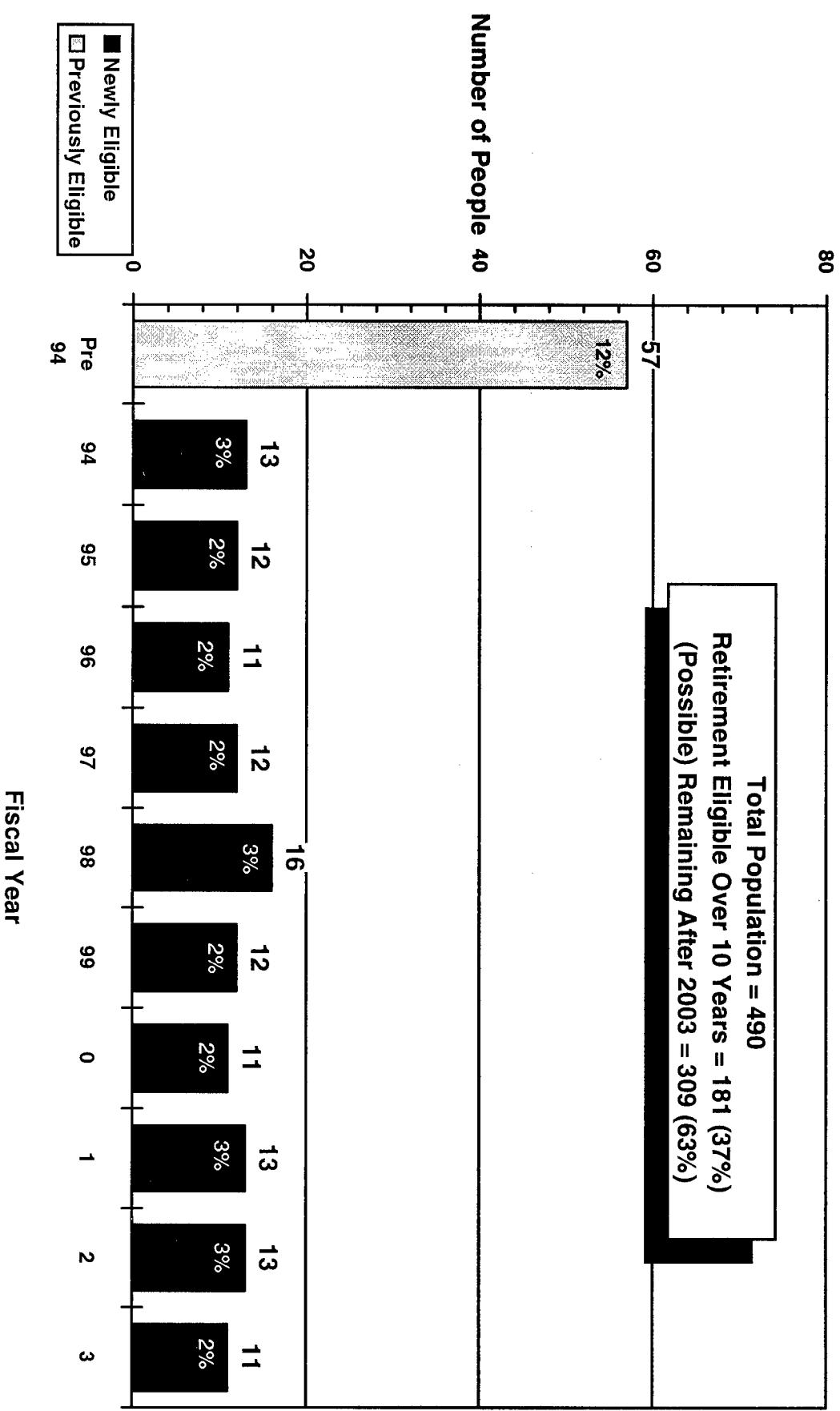
NEWLY RETIREMENT ELIGIBLE - TEN YEAR PROJECTION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

NEW ENGLAND REGION

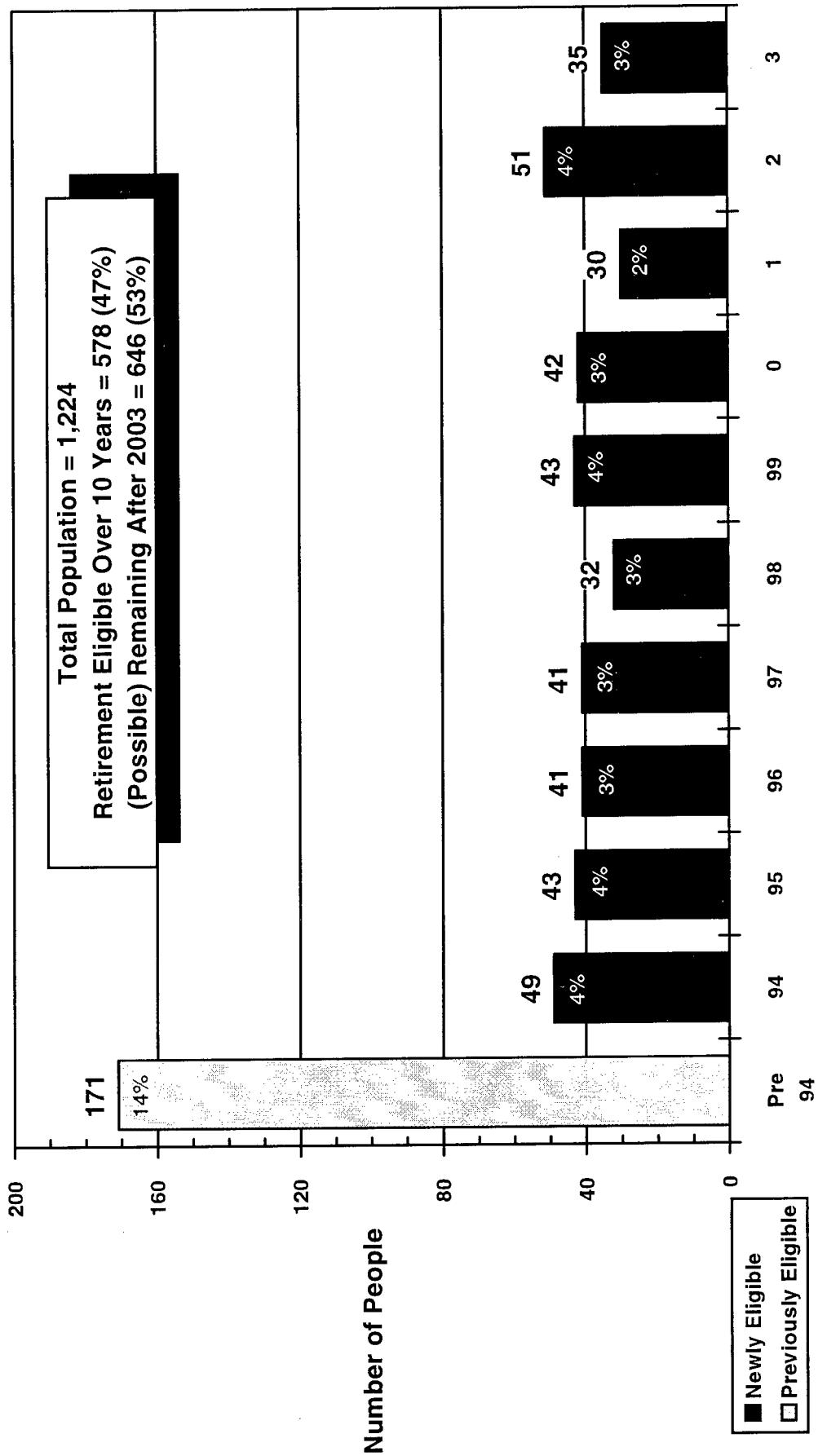
NEWLY RETIREMENT ELIGIBLE - TEN YEAR PROJECTION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

NORTHWEST MOUNTAIN REGION

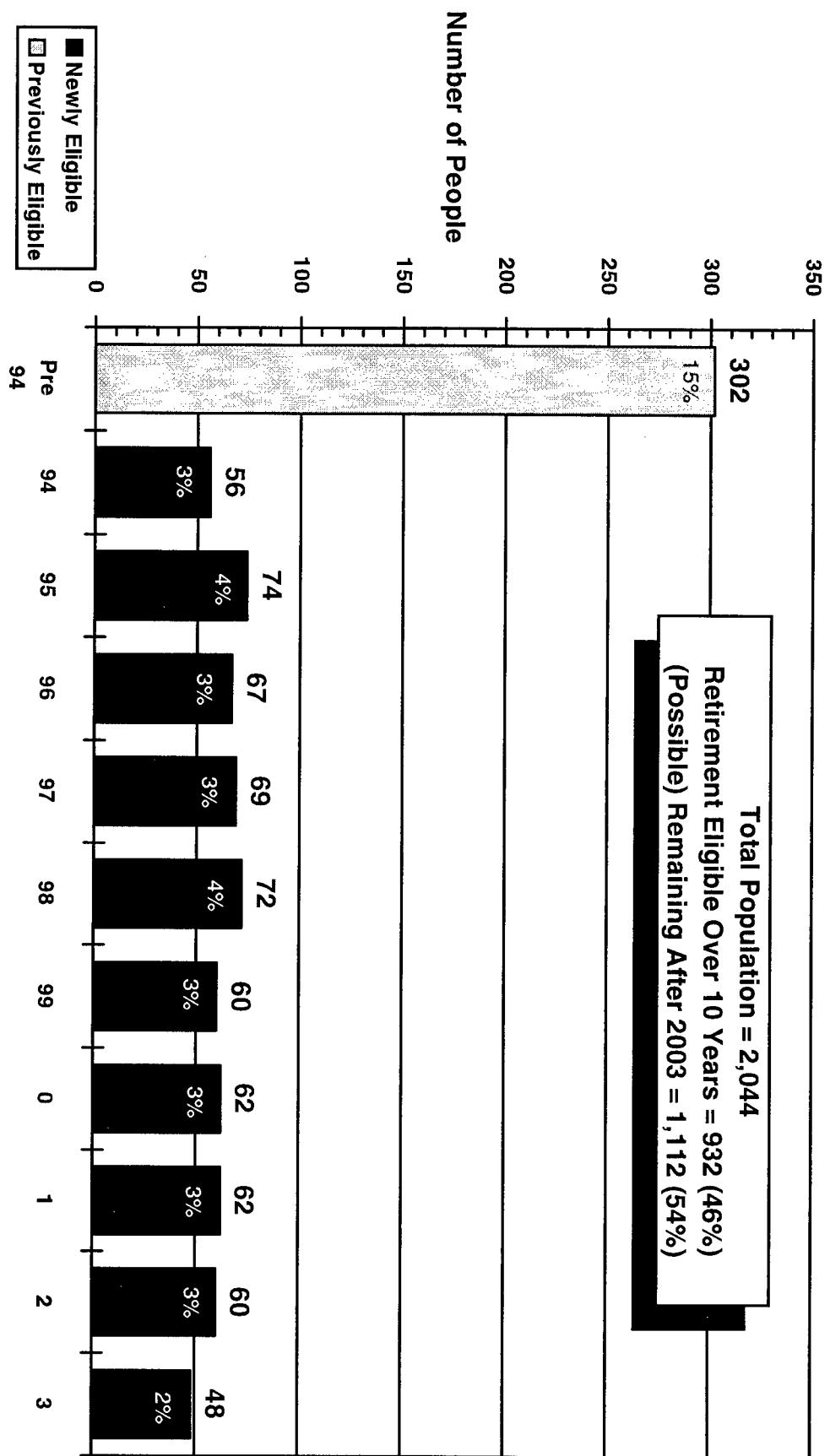
NEWLY RETIREMENT ELIGIBLE - TEN YEAR PROJECTION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

SOUTHERN REGION

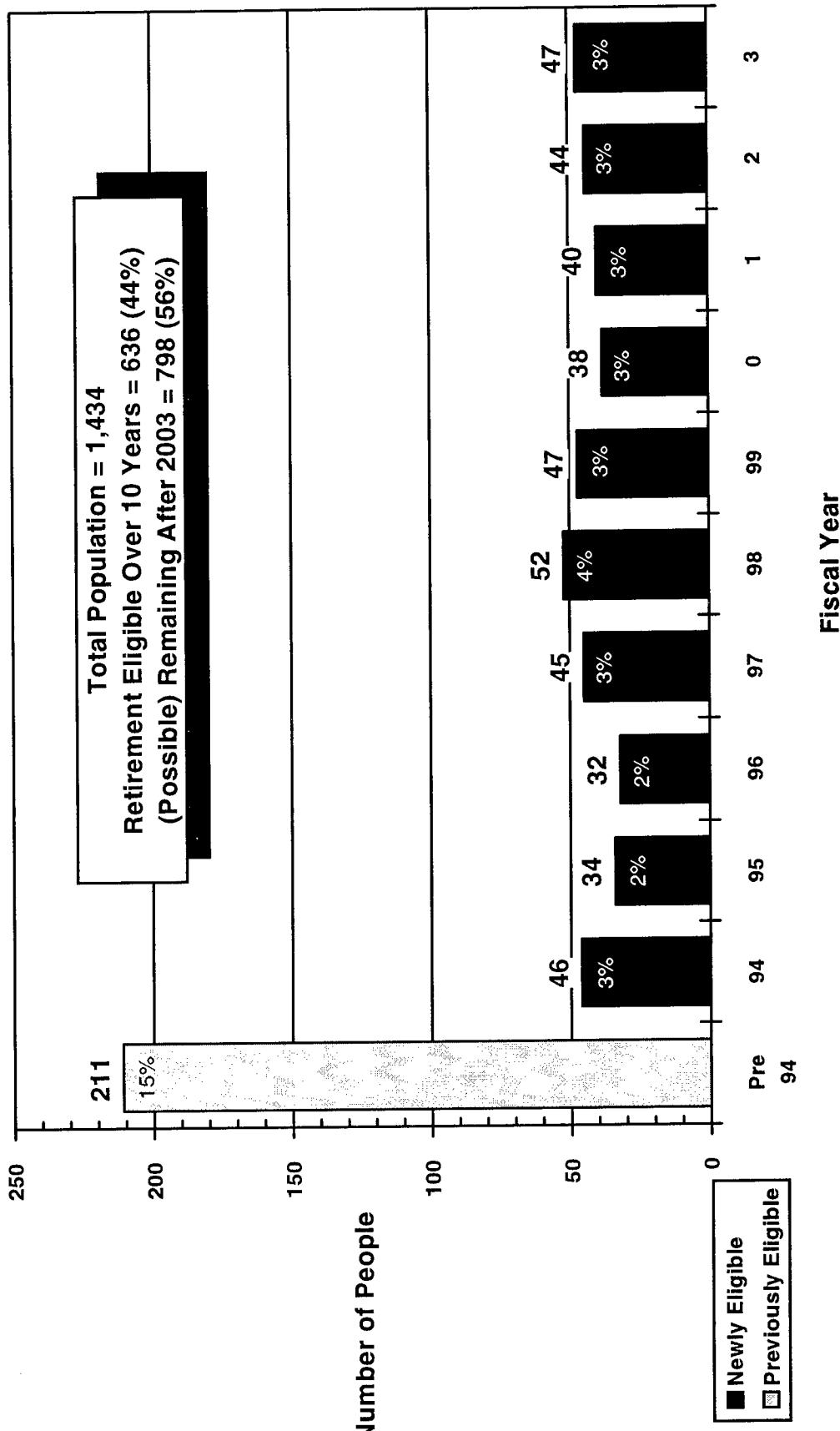
NEWLY RETIREMENT ELIGIBLE - TEN YEAR PROJECTION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

SOUTHWEST REGION

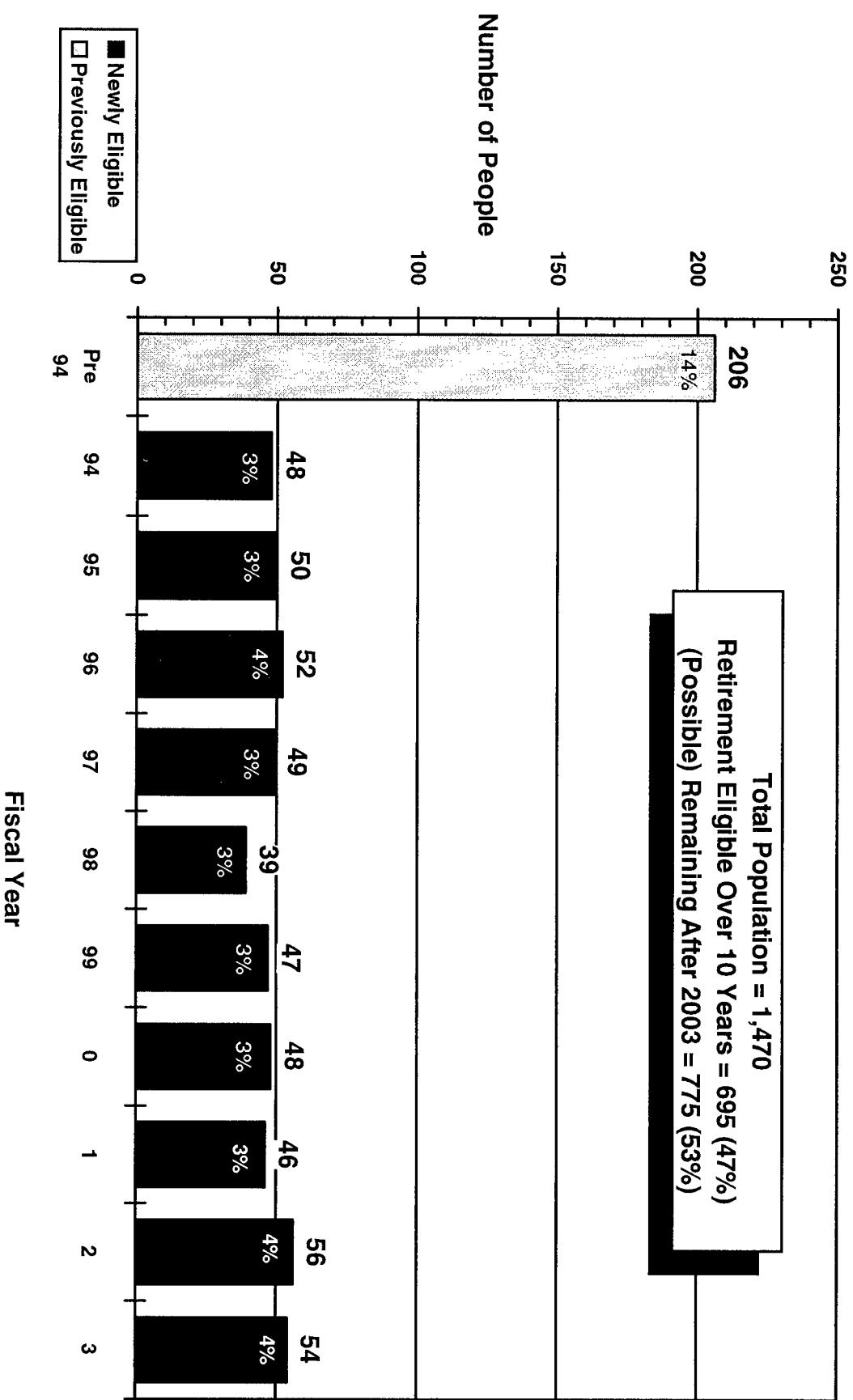
NEWLY RETIREMENT ELIGIBLE - TEN YEAR PROJECTION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

WESTERN PACIFIC REGION

NEWLY RETIREMENT ELIGIBLE - TEN YEAR PROJECTION

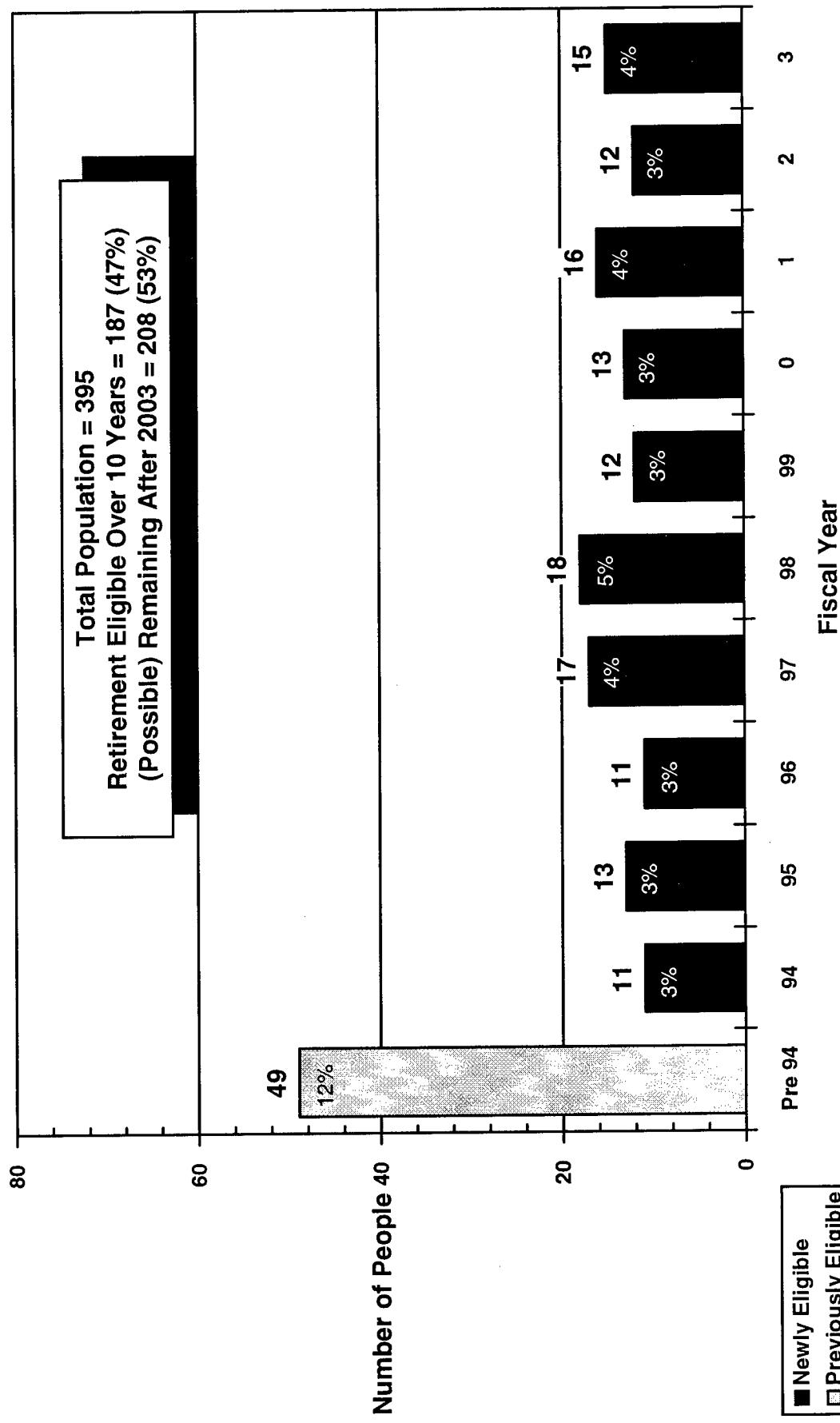


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

NATIONAL FIELD SUPPORT GROUP (NFSG)

NEWLY RETIREMENT ELIGIBLE - TEN YEAR PROJECTION



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AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

**NEWLY RETIREMENT ELIGIBLE - CUMULATIVE THREE & FIVE YEAR PROJECTIONS
ELECTRONICS TECHNICIANS* IN ARTCC SECTORS**

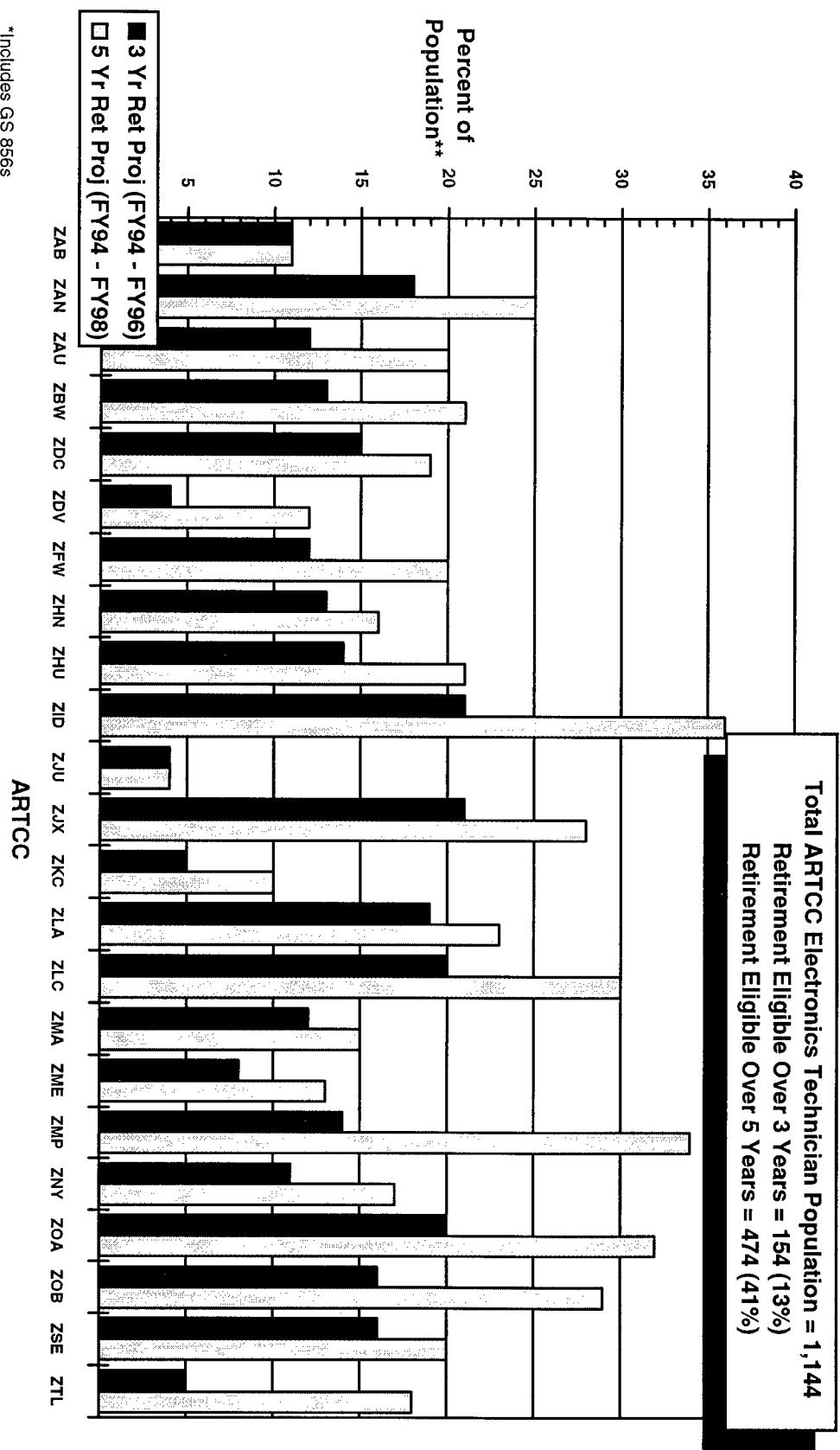
ARTCC	ARTCC Electronics Technician Population	Eligible Over Next Three Fiscal Years (FY94- FY96)		Eligible Over Next Five Fiscal Years (FY94-FY98)	
		#	%	#	%
ZAB - Albuquerque	27	3	11%	3	11%
ZAN - Anchorage	57	10	18%	14	25%
ZAU - Aurora	49	6	12%	10	20%
ZBW - Nashua	61	8	13%	13	21%
ZDC - Leesburg	59	9	15%	11	19%
ZDV - Denver	49	2	4%	6	12%
ZFW - Fort Worth	41	5	12%	8	20%
ZHN - Honolulu	38	5	13%	6	16%
ZHU - Houston	29	4	14%	6	21%
ZID - Indianapolis	53	11	21%	19	36%
ZJU - San Juan	27	1	4%	1	4%
ZJX - Jacksonville	53	11	21%	15	28%
ZKC - Olathe	58	3	5%	6	10%
ZLA - Los Angeles	47	9	19%	11	23%
ZLC - Salt Lake City	60	12	20%	18	30%
ZMA - Miami	52	6	12%	8	15%
ZME - Memphis	52	4	8%	7	13%
ZMP - Farmington	56	8	14%	19	34%
ZNY - Ronkonkoma	63	7	11%	11	17%
ZOA - Fremont	50	10	20%	16	32%
ZOB - Oberlin	56	9	16%	16	29%
ZSE - Seattle	51	8	16%	10	20%
ZTL - Atlanta	56	3	5%	10	18%
Total	1,144	154	13%	244	21%

* Includes GS-856s

Percentages based on Electronics Technician population in each ARTCC

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

PERCENT RETIREMENT ELIGIBLE - CUMULATIVE THREE AND FIVE YEAR PROJECTIONS
ELECTRONICS TECHNICIANS* IN ARTCC SECTORS



*Includes GS 856s

** Percentages Based upon Electronics Technician Population in Each ARTCC

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

**NEWLY RETIREMENT ELIGIBLE BY REGION - CUMULATIVE THREE & FIVE YEAR PROJECTIONS
ELECTRONICS TECHNICIANS* IN GENERAL NAS SECTORS**

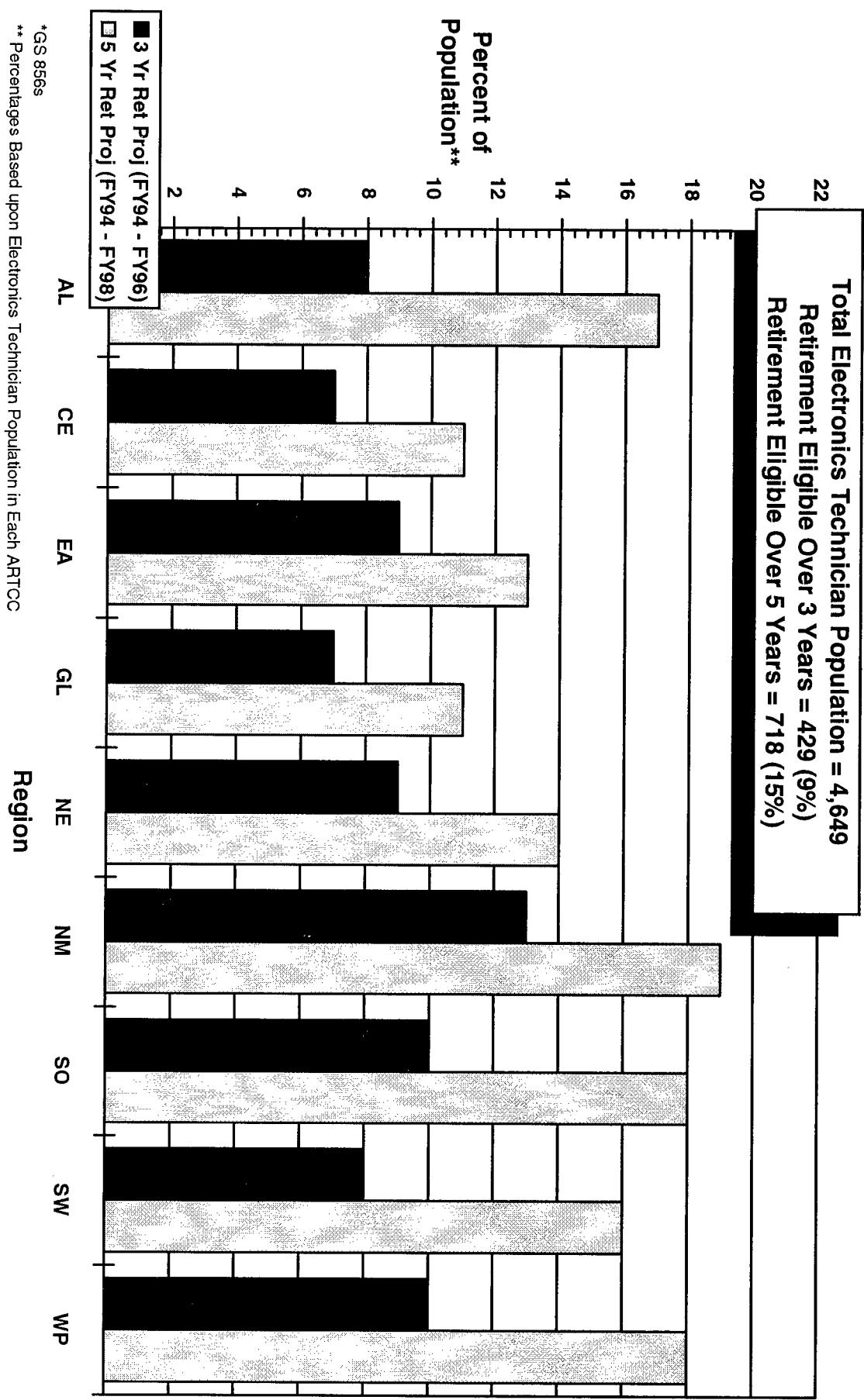
Region	Total GNAS Electronics Technician Population	Eligible Over Next Three Fiscal Years (FY94-FY96)		Eligible Over Next Five Fiscal Years (FY94-FY98)	
		#	%	#	%
Alaskan	218	17	7%	36	17%
Central	314	21	6%	33	11%
Eastern	654	58	8%	87	13%
Great Lakes	648	47	7%	70	11%
New England	207	19	9%	30	14%
Northwest Mountain	457	58	12%	86	19%
Southern	930	97	10%	164	18%
Southwest	598	48	8%	98	16%
Western Pacific	623	64	10%	114	18%
Total	4,649	429	9%	718	15%

*Includes GS-856s

Percentages based on GNAS Electronics Technician population in each region

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

PERCENT RETIREMENT ELIGIBLE BY REGION - CUMULATIVE THREE AND FIVE YEAR PROJECTIONS
ELECTRONICS TECHNICIANS* IN GENERAL NAS SECTORS





**4.2 NEWLY RETIREMENT ELIGIBLE FOR
ENGINEERING/TECHNICIAN SUBPOPULATION**

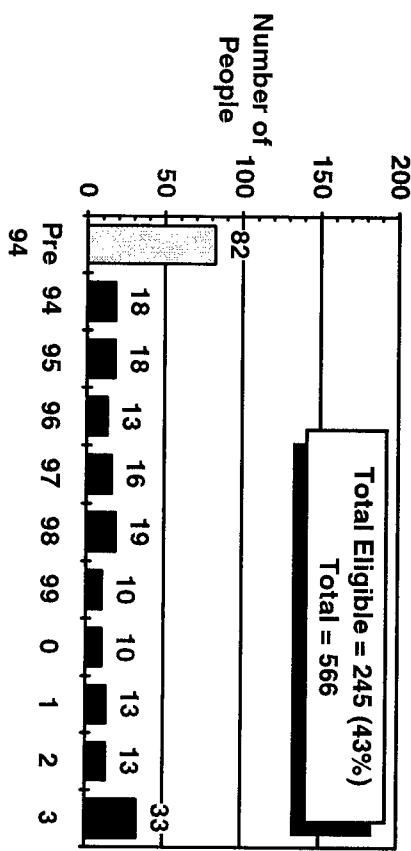
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

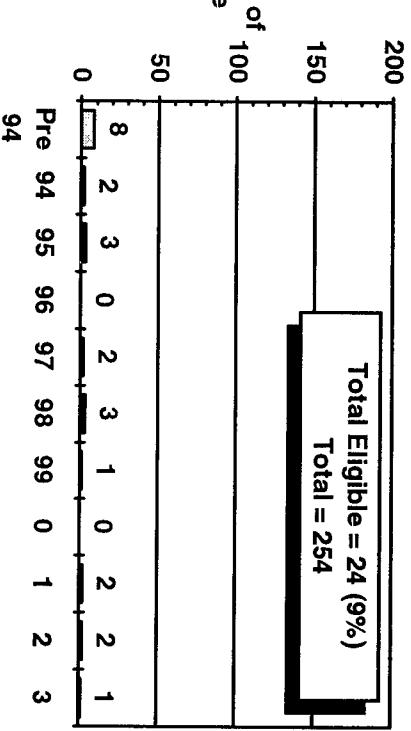
NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION

TOTAL ENGINEERING/TECHNICIAN POPULATION

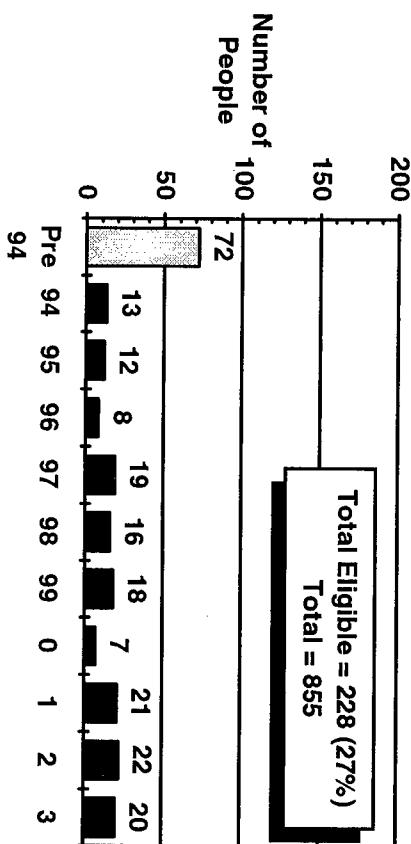
GENERAL ENGINEER



CIVIL ENGINEER



ELECTRONICS ENGINEER

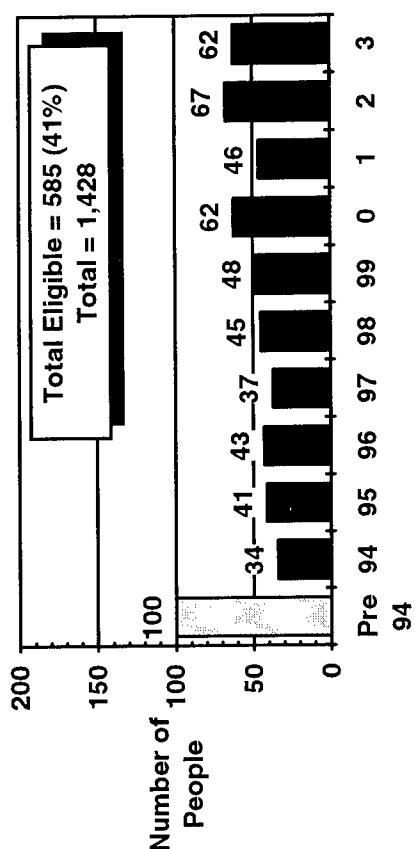


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

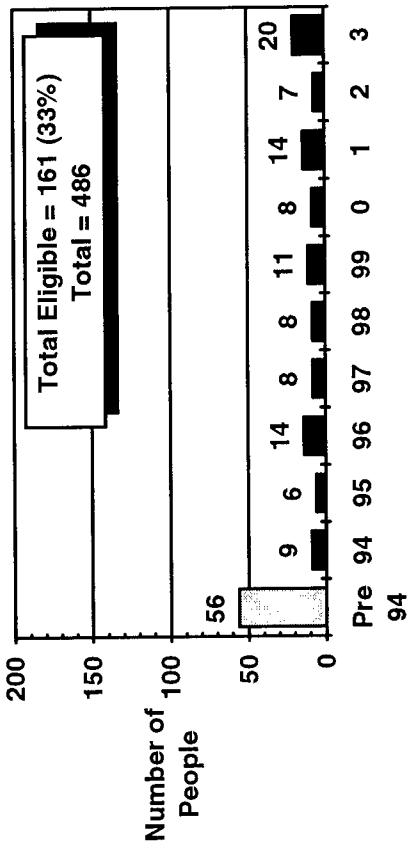
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
TOTAL ENGINEERING/TECHNICIAN POPULATION

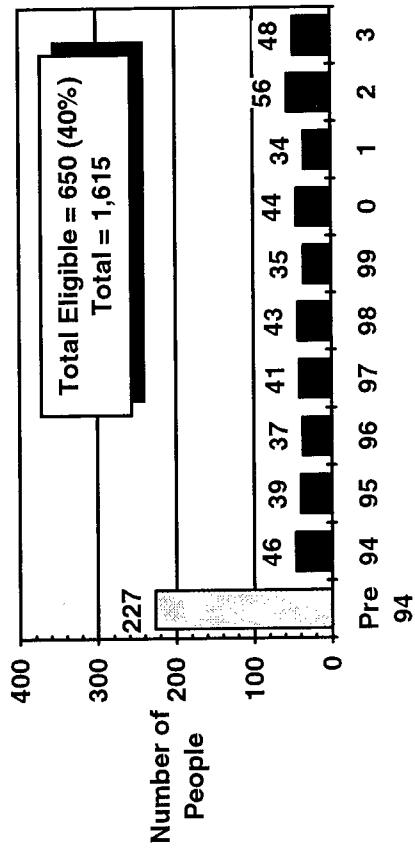
ENVIRONMENTAL TECHNICIAN



COMMUNICATION TECHNICIAN



NAVAIDS TECHNICIAN

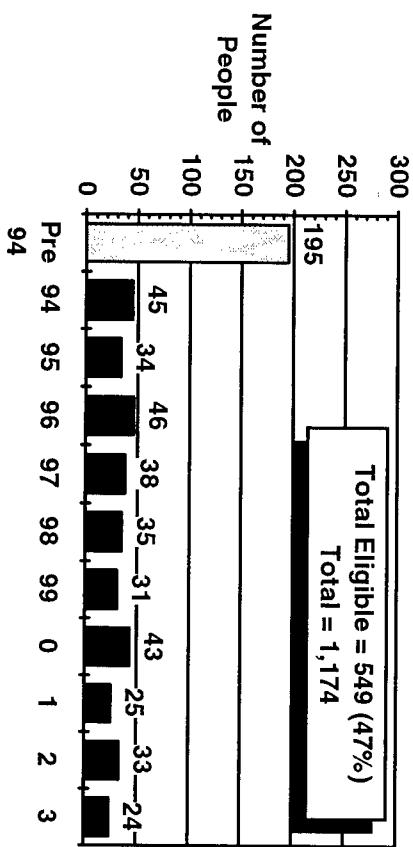


Fiscal Year

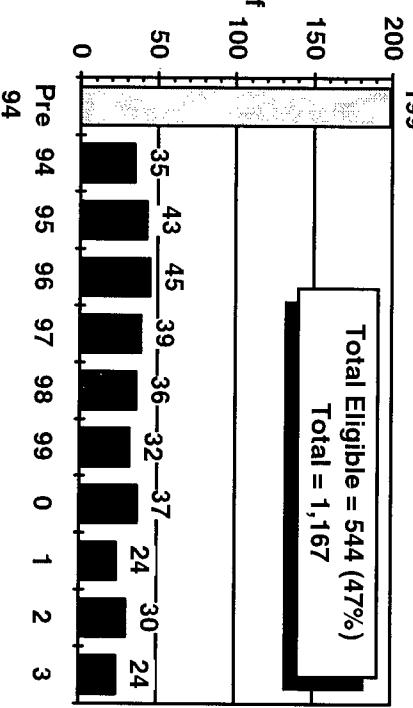
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 (AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
TOTAL ENGINEERING/TECHNICIAN POPULATION

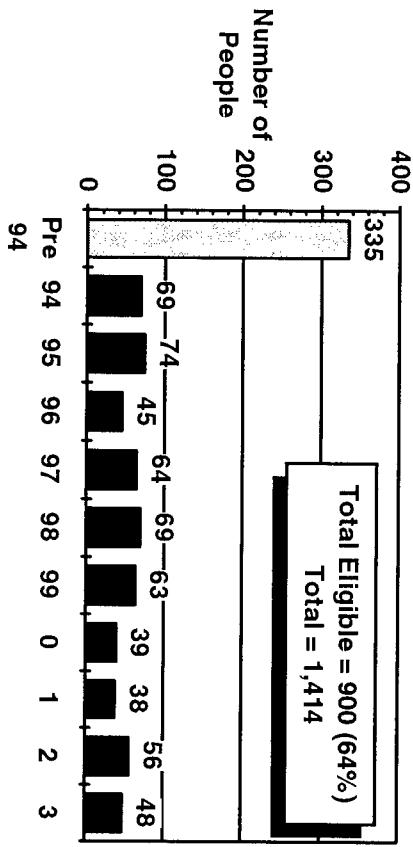
RADAR TECHNICIAN



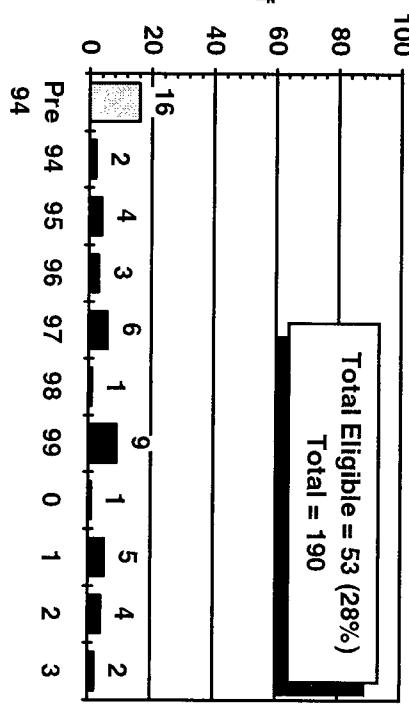
AUTOMATION TECHNICIAN



TECHNICAL MANAGEMENT



OTHER ENGINEERING/TECHNICIAN



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE By CAREER FIELD
CUMULATIVE TEN YEAR PROJECTION (FY94-FY03)
TOTAL ENGINEERING/TECHNICIAN POPULATION - 9,149

Engineering/ Technician Career Field	#	Total Population	Cumulative Ten Year Projection (FY94-FY03)		Possible Remaining after FY03	
			#	%	#	%
General Engineer	566	245	43%	321	57%	
Civil Engineer	254	24	9%	230	91%	
Electronics Engineer	855	228	27%	627	73%	
Environmental Technician*	1,428	585	41%	843	59%	
Communication Technician	486	161	33%	325	67%	
Nav aids Technician	1,615	650	40%	965	60%	
Radar Technician	1,174	549	47%	625	53%	
Automation Technician	1,167	544	47%	623	53%	
Technical Management	1,414	900	64%	514	36%	
Other Engineering/Technician	190	53	28%	137	72%	
Total	9,149	3,939	43%	5,210	57%	

*Includes GS-802 & WG-4749

Percentages based on population in each career field

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AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD & ORGANIZATION
CUMULATIVE TEN YEAR PROJECTION (FY94-FY03)
TOTAL ENGINEERING/TECHNICIAN POPULATION - 9,149

Engineering/ Technician Career Field	Alaskan			Central			Eastern			Organization			Great Lakes			New England		
	#	%	#	%	#	%	#	%	#	#	%	#	#	%	#	%	#	%
General Engineer	22	48%	15	44%	21	41%	26	43%	10	40%								
Civil Engineer	3	43%	0	0%	2	4%	5	18%	2	10%								
Electronics Engineer	6	18%	8	60%	5	8%	25	25%	7	21%								
Environmental Technician*	58	50%	37	39%	63	44%	68	33%	14	21%								
Communication Technician	1	50%	12	19%	19	31%	38	41%	6	20%								
Navairds Technician	36	28%	30	28%	87	39%	87	40%	24	30%								
Radar Technician	29	43%	4	17%	51	46%	98	35%	8	33%								
Automation Technician	18	56%	38	41%	64	43%	39	63%	44	48%								
Technical Management	28	61%	46	54%	169	67%	131	63%	30	64%								
Other Engineering/Technician	1	8%	3	20%	10	34%	15	42%	3	43%								

*Includes GS-802 & WG-4749

Percentages based on individual career field populations in each organization

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD & ORGANIZATION
CUMULATIVE TEN YEAR PROJECTION (FY94-FY03)
TOTAL ENGINEERING/TECHNICIAN POPULATION - 9,149

Engineering/ Technician Career Field	Organization									
	Northwest Mountain		Southern		Southwest		Western Pacific		NFSC	
#	%	#	%	#	%	#	%	#	%	#
General Engineer	36	47%	35	40%	41	44%	26	36%	13	72%
Civil Engineer	2	33%	5	10%	2	10%	3	6%	0	0%
Electronics Engineer	16	19%	46	37%	44	25%	36	34%	35	44%
Environmental Technician*	66	42%	105	44%	80	43%	94	42%	0	0%
Communication Technician	11	52%	22	29%	25	34%	27	40%	0	0%
Nav aids Technician	81	44%	124	45%	73	42%	108	49%	0	0%
Radar Technician	110	54%	52	53%	84	50%	113	59%	0	0%
Automation Technician	76	52%	141	43%	61	47%	63	47%	0	0%
Technical Management	54	74%	245	62%	99	65%	98	62%	0	0%
Other Engineering/Technician	3	15%	7	28%	9	41%	2	20%	0	0%

*Includes GS-802 & WG-4749

Percentages based on individual career field populations in each organization

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

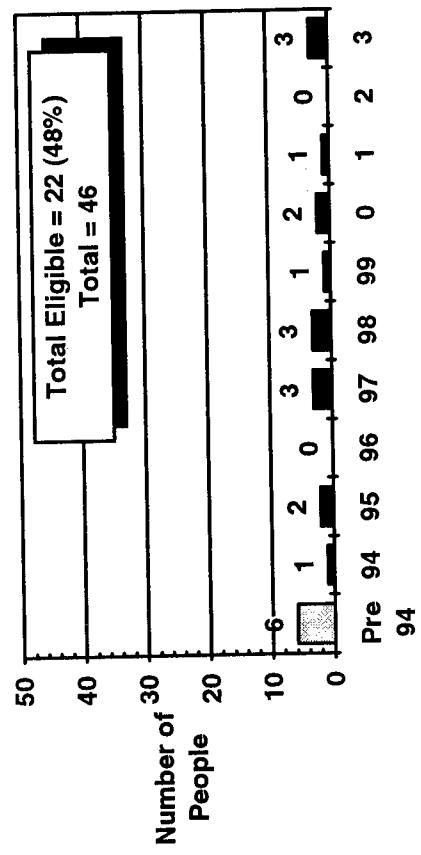
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION

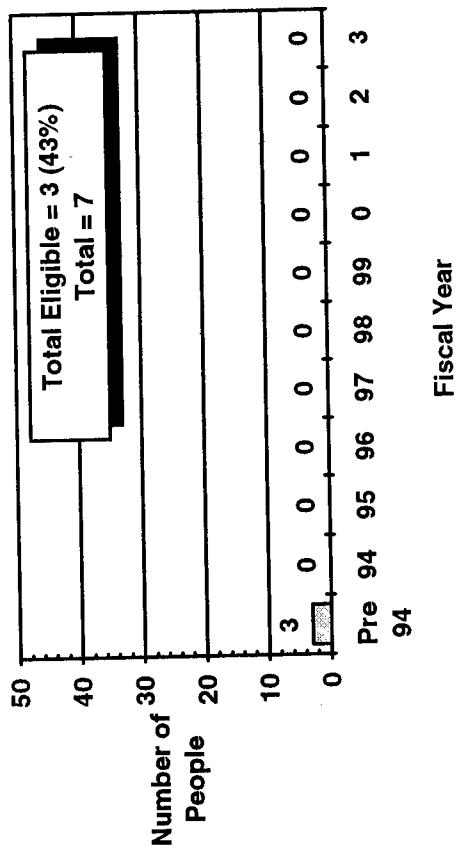
REGIONAL ENGINEERING/TECHNICIAN POPULATION

ALASKAN REGION

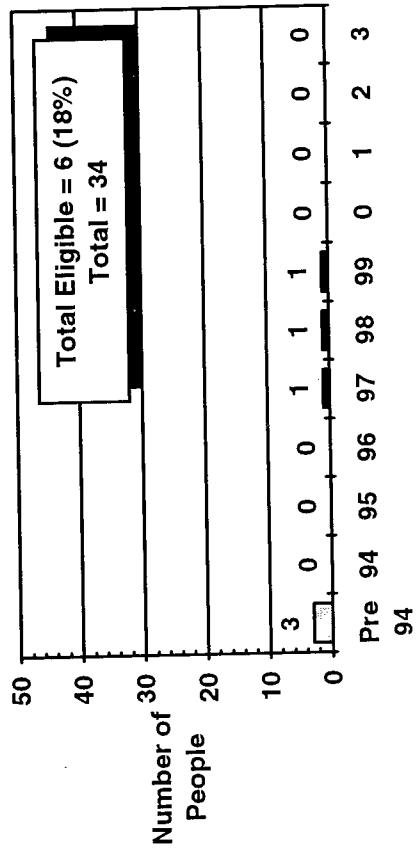
GENERAL ENGINEER



CIVIL ENGINEER



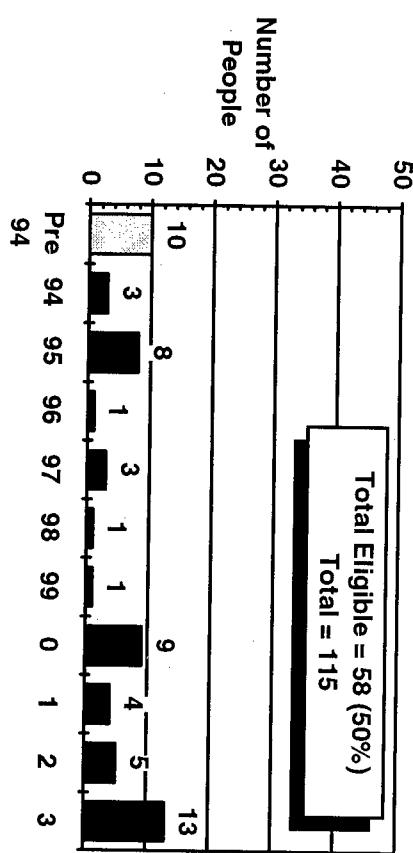
ELECTRONICS ENGINEER



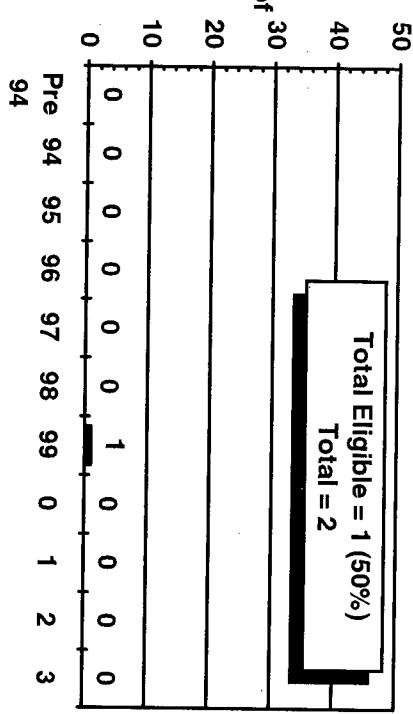
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
REGIONAL ENGINEERING/TECHNICIAN POPULATION
ALASKAN REGION

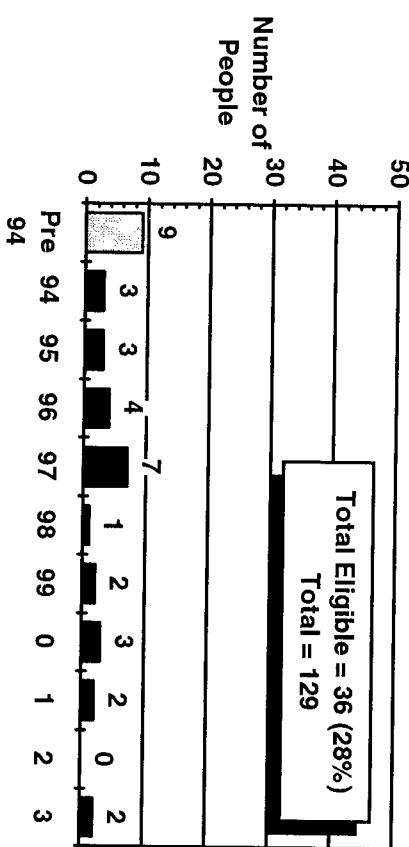
ENVIRONMENTAL TECHNICIAN



COMMUNICATION TECHNICIAN



NAVAIDS TECHNICIAN



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

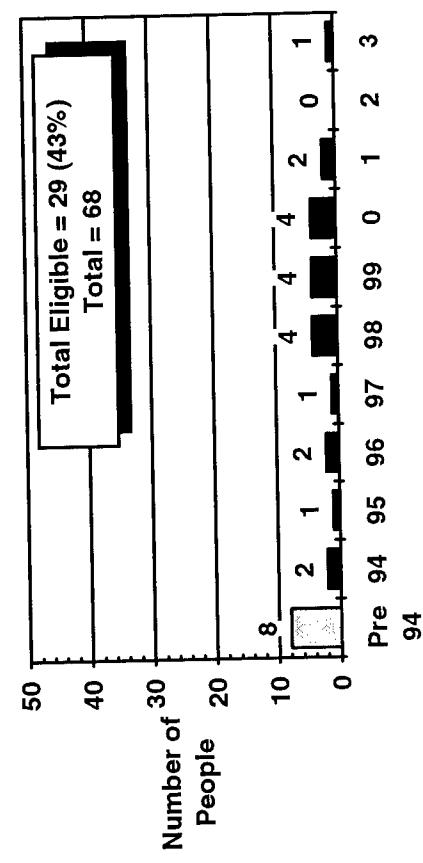
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NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION

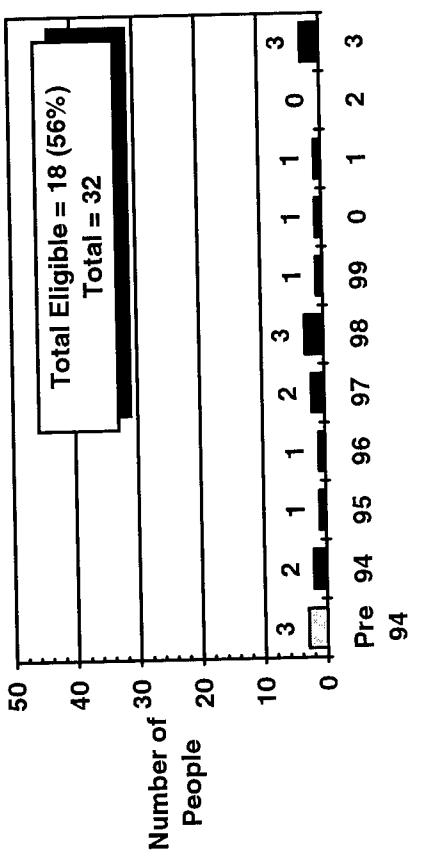
REGIONAL ENGINEERING/TECHNICIAN POPULATION

ALASKAN REGION

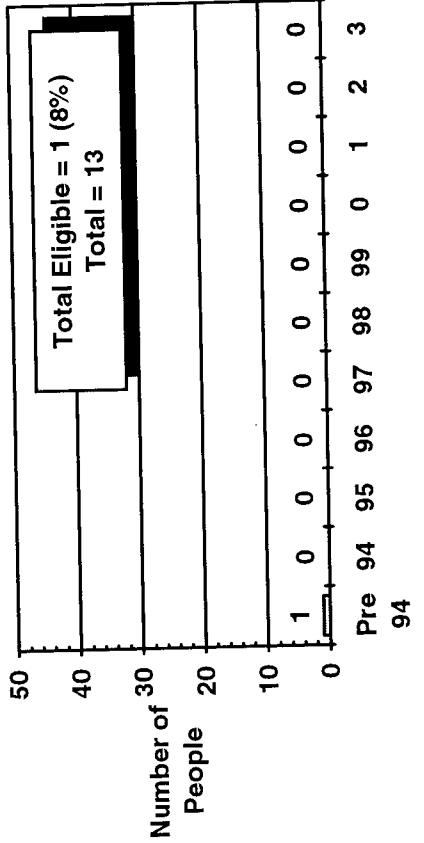
RADAR TECHNICIAN



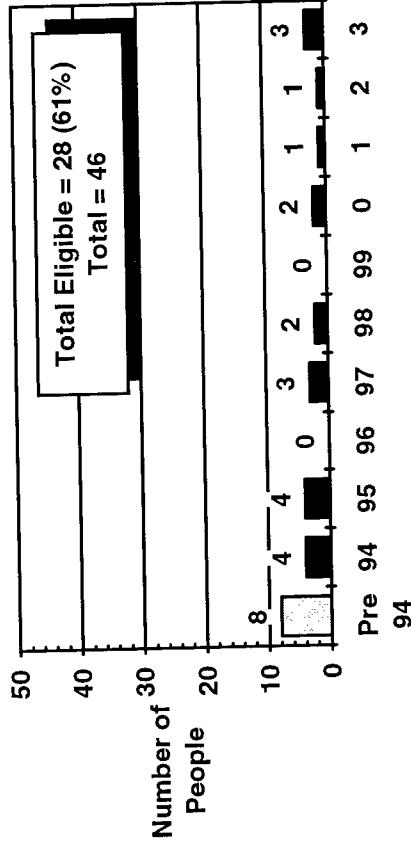
AUTOMATION TECHNICIAN



OTHER ENGINEERING/TECHNICIAN



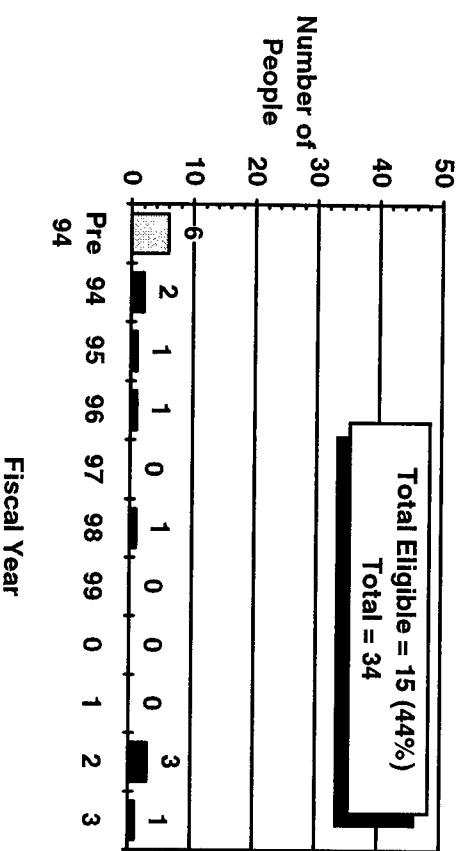
TECHNICAL MANAGEMENT



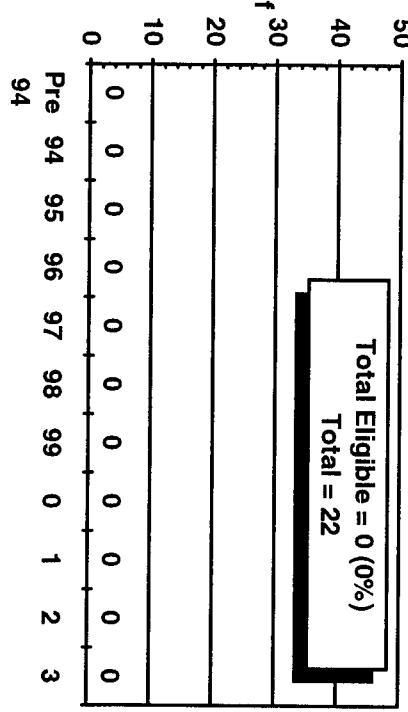
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
 REGIONAL ENGINEERING/TECHNICIAN POPULATION
 CENTRAL REGION

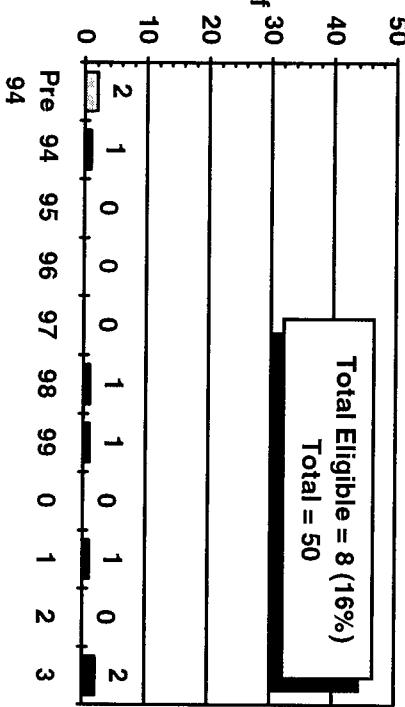
GENERAL ENGINEER



CIVIL ENGINEER



ELECTRONICS ENGINEER



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

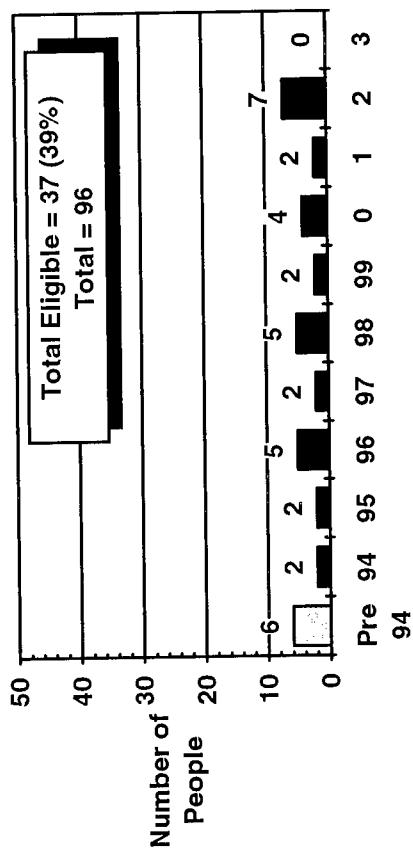
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NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION

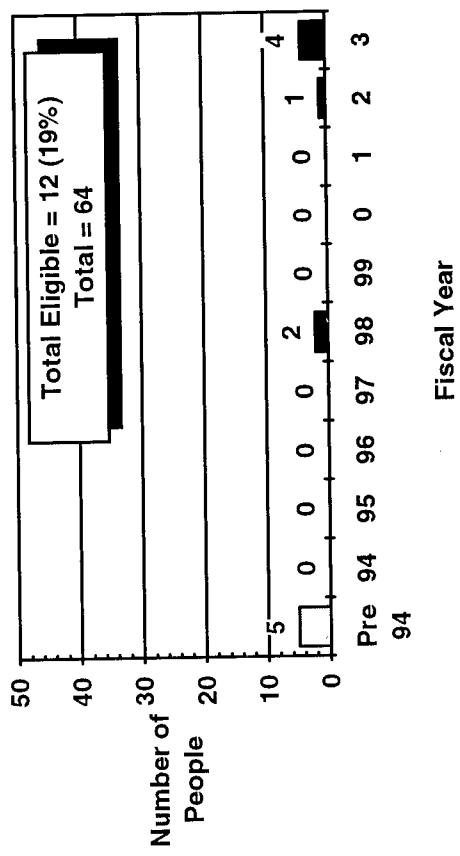
REGIONAL ENGINEERING/TECHNICIAN POPULATION

CENTRAL REGION

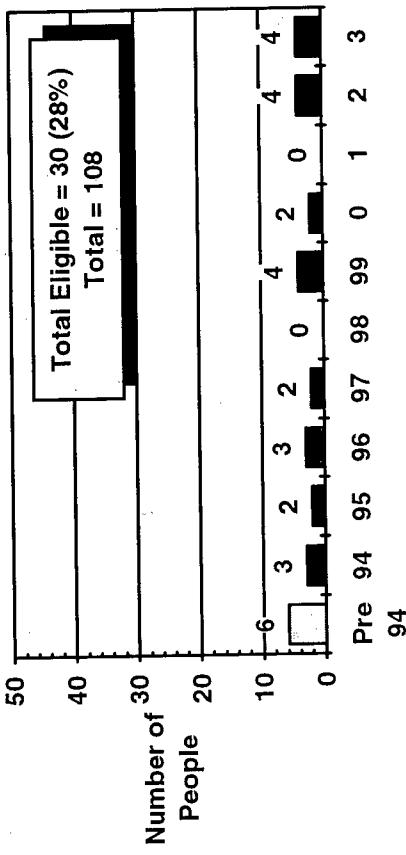
ENVIRONMENTAL TECHNICIAN



COMMUNICATION TECHNICIAN



NAVAIDS TECHNICIAN

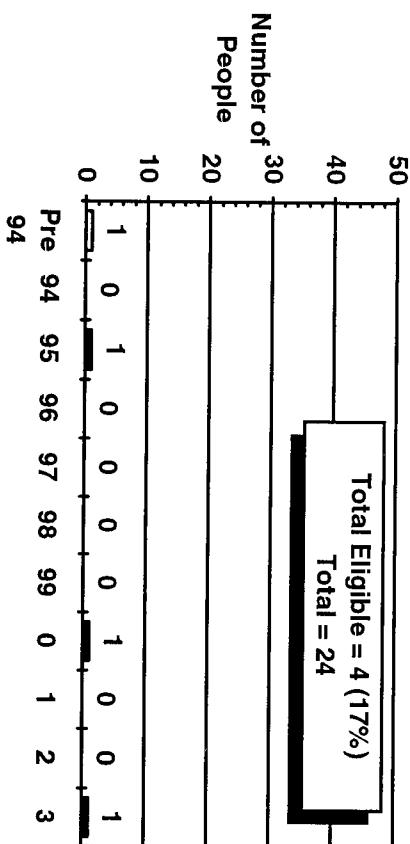


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

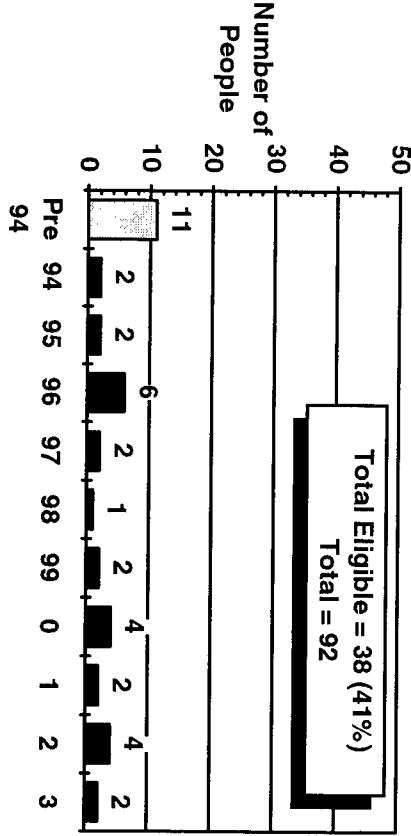
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NEWLY RETIRED/ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION REGIONAL ENGINEERING/TECHNICIAN POPULATION CENTRAL REGION

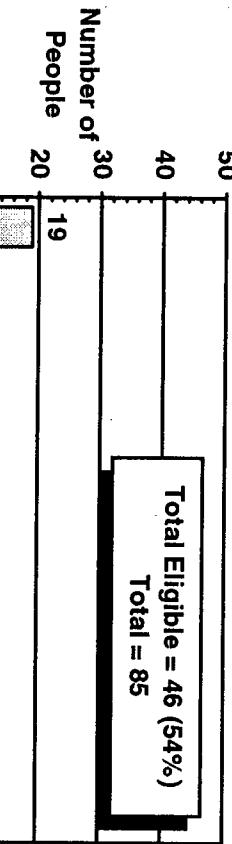
RADAR TECHNICIAN



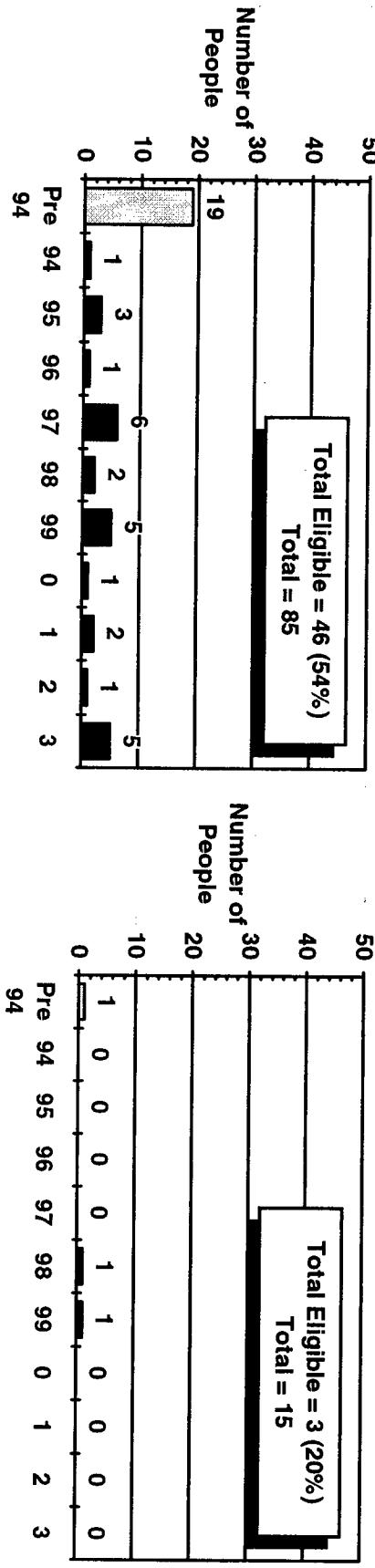
AUTOMATION TECHNICIAN



TECHNICAL MANAGEMENT



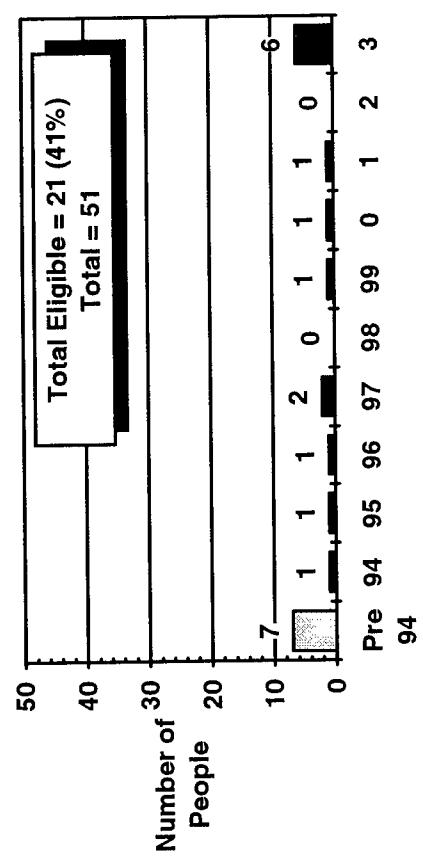
OTHER ENGINEERING/TECHNICIAN



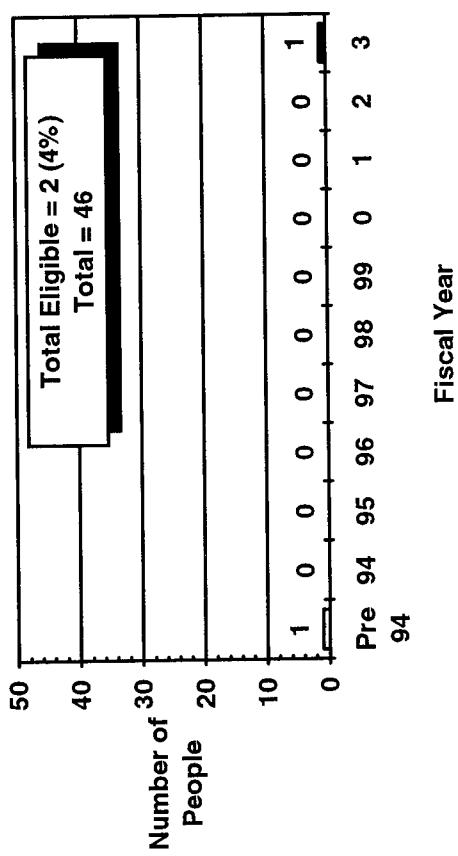
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
REGIONAL ENGINEERING/TECHNICIAN POPULATION
EASTERN REGION

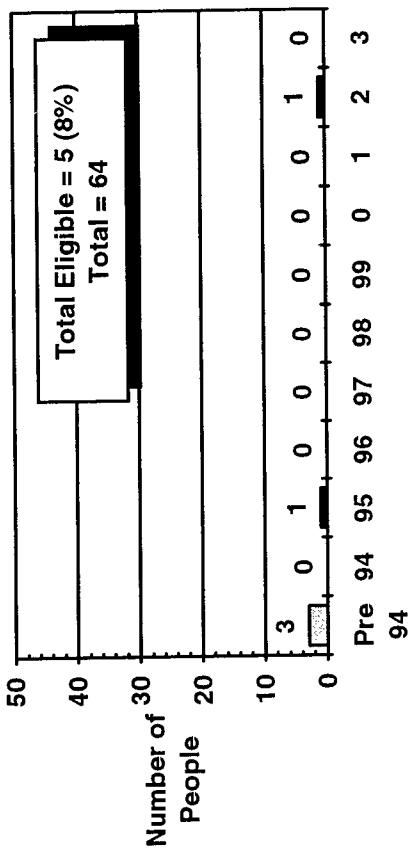
GENERAL ENGINEER



CIVIL ENGINEER



ELECTRONICS ENGINEER



Fiscal Year

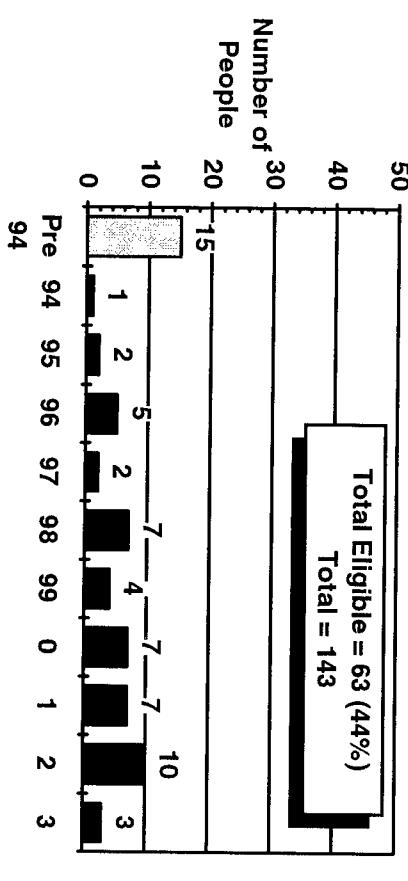
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

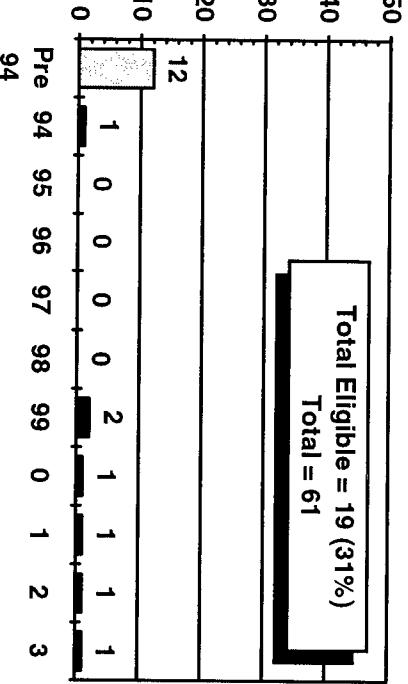
NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION REGIONAL ENGINEERING/TECHNICIAN POPULATION

EASTERN REGION

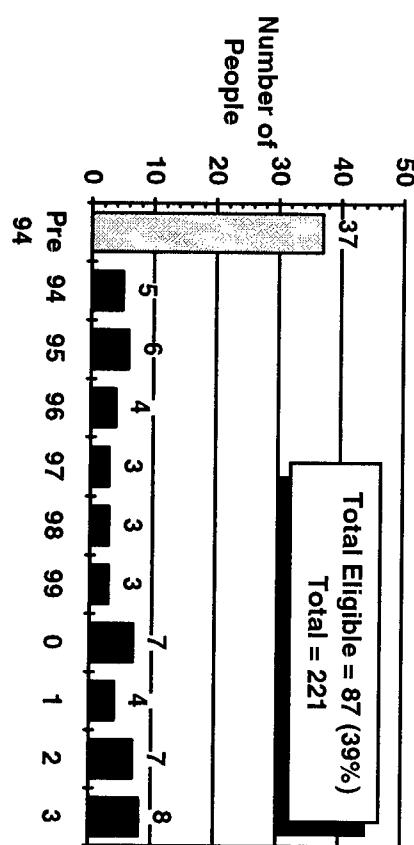
ENVIRONMENTAL TECHNICIAN



COMMUNICATION TECHNICIAN



NAVAIDS TECHNICIAN



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

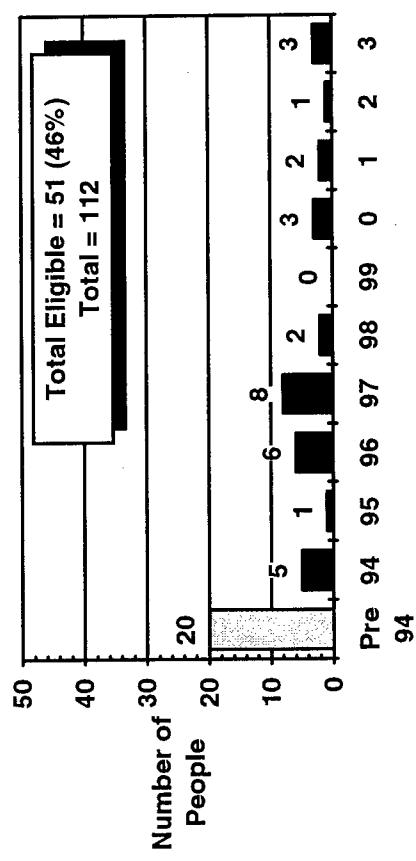
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NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION

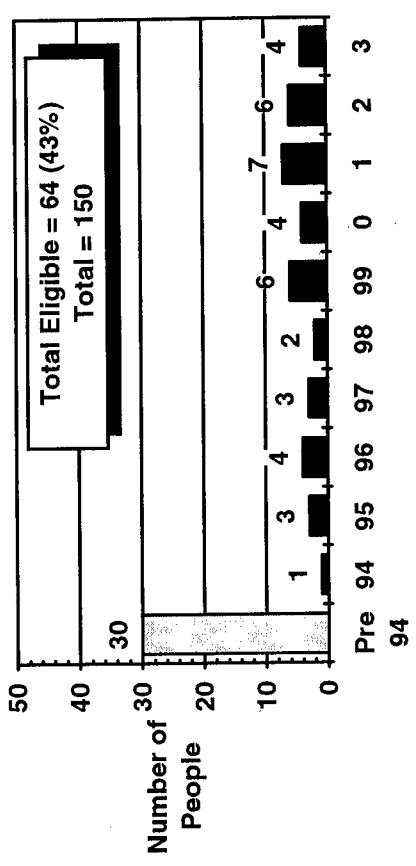
REGIONAL ENGINEERING/TECHNICIAN POPULATION

EASTERN REGION

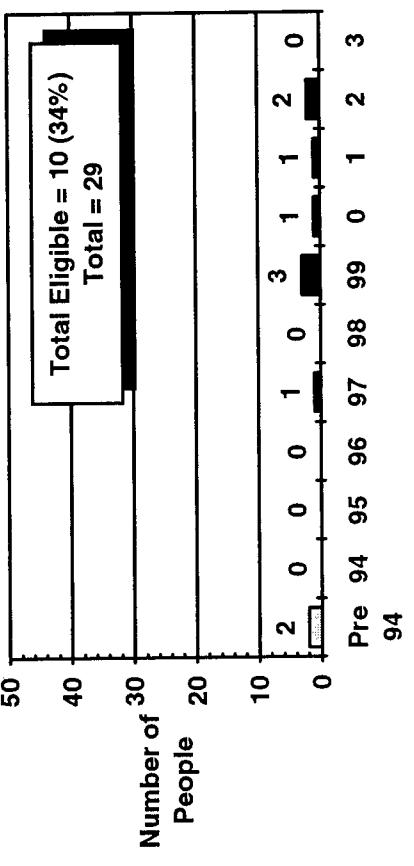
RADAR TECHNICIAN



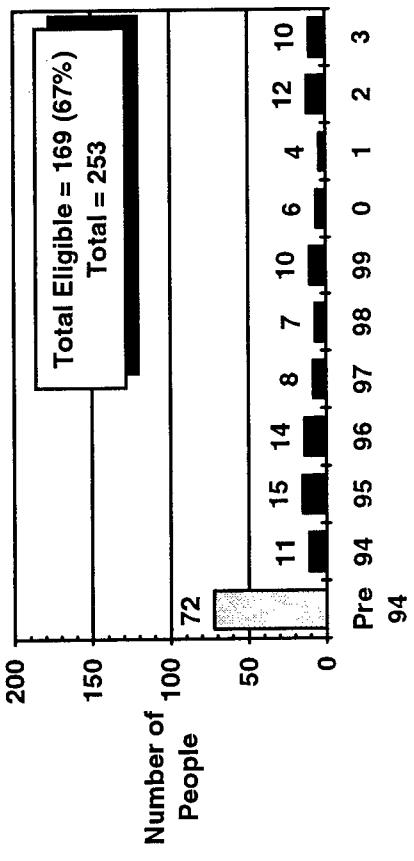
AUTOMATION TECHNICIAN



OTHER ENGINEERING/TECHNICIAN



TECHNICAL MANAGEMENT



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

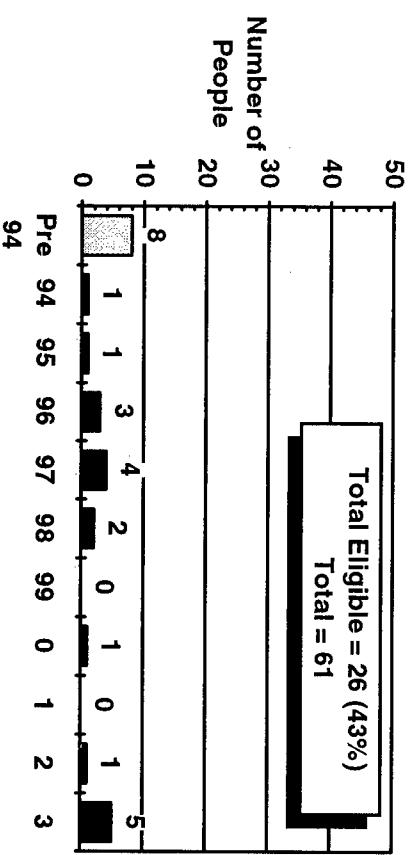
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NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION

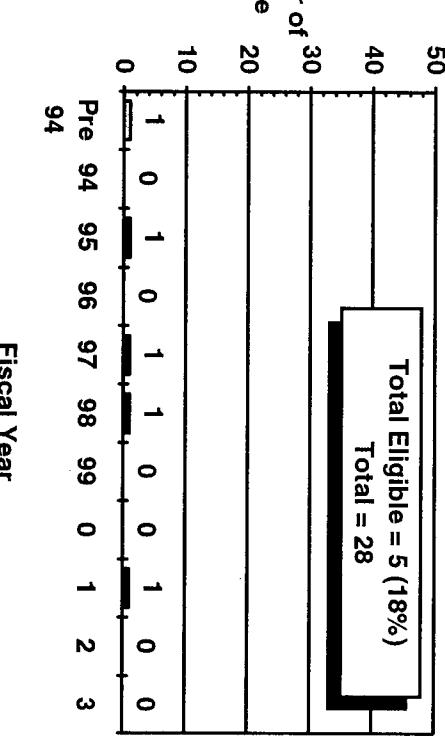
REGIONAL ENGINEERING/TECHNICIAN POPULATION

GREAT LAKES REGION

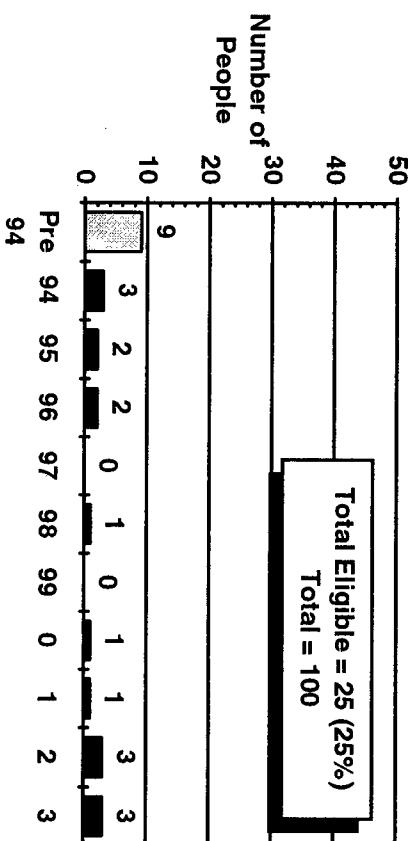
GENERAL ENGINEER



CIVIL ENGINEER



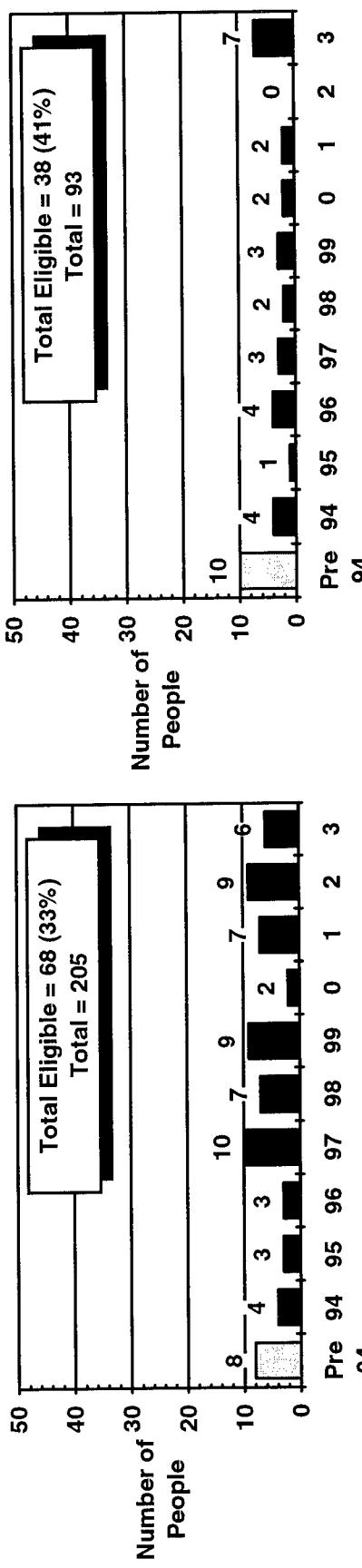
ELECTRONICS ENGINEER



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
REGIONAL ENGINEERING/TECHNICIAN POPULATION
GREAT LAKES REGION

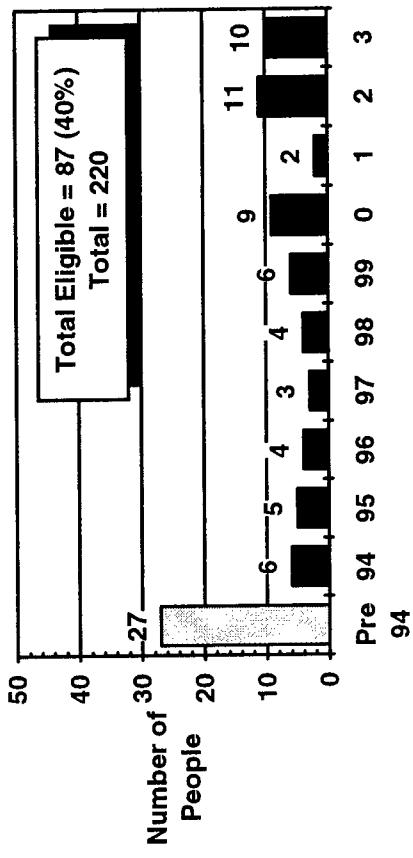
ENVIRONMENTAL TECHNICIAN



COMMUNICATION TECHNICIAN



NAVAIDS TECHNICIAN



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

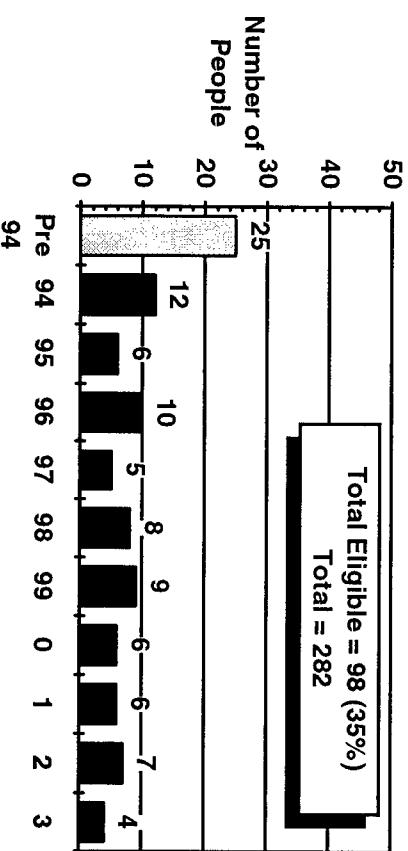
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION

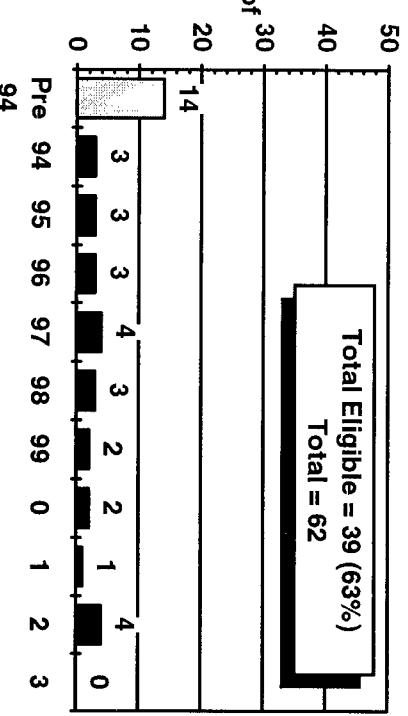
REGIONAL ENGINEERING/TECHNICIAN POPULATION

GREAT LAKES REGION

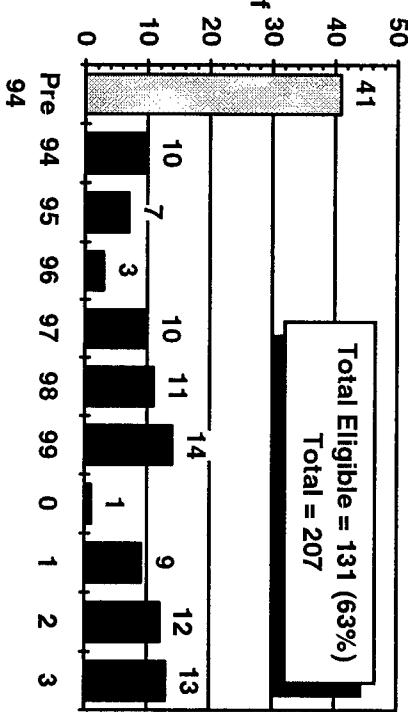
RADAR TECHNICIAN



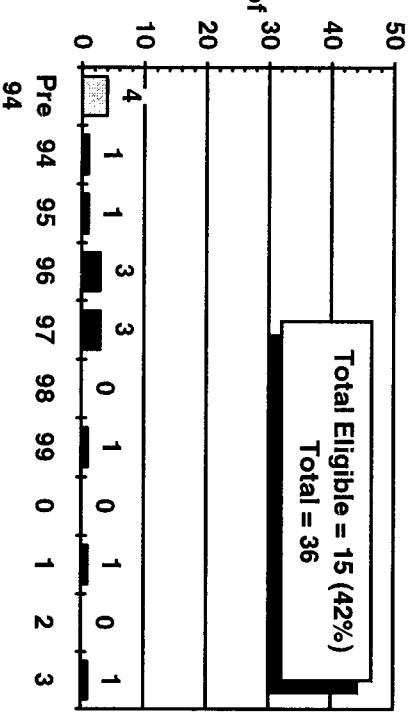
AUTOMATION TECHNICIAN



TECHNICAL MANAGEMENT



OTHER ENGINEERING/TECHNICIAN

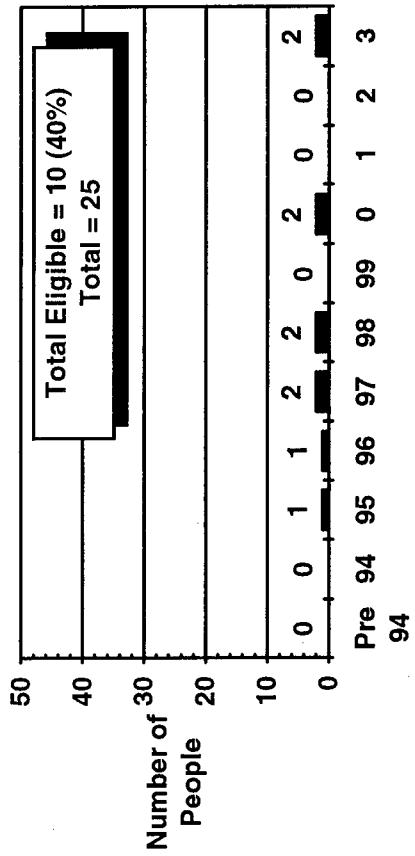


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

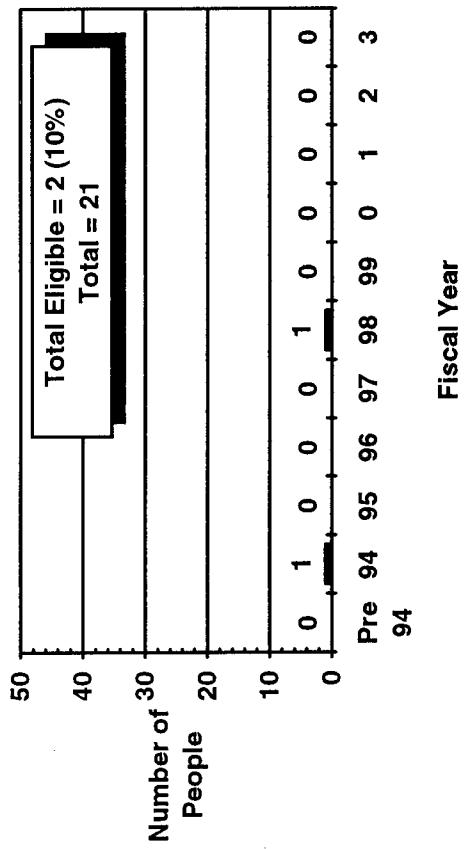
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
REGIONAL ENGINEERING/TECHNICIAN POPULATION
NEW ENGLAND REGION

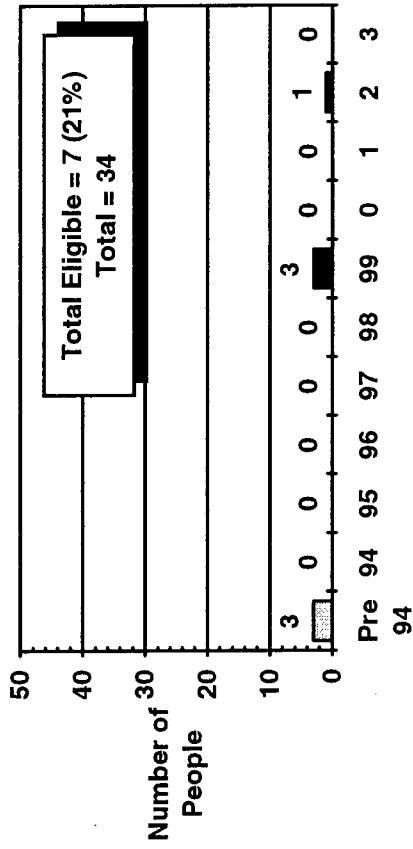
GENERAL ENGINEER



CIVIL ENGINEER



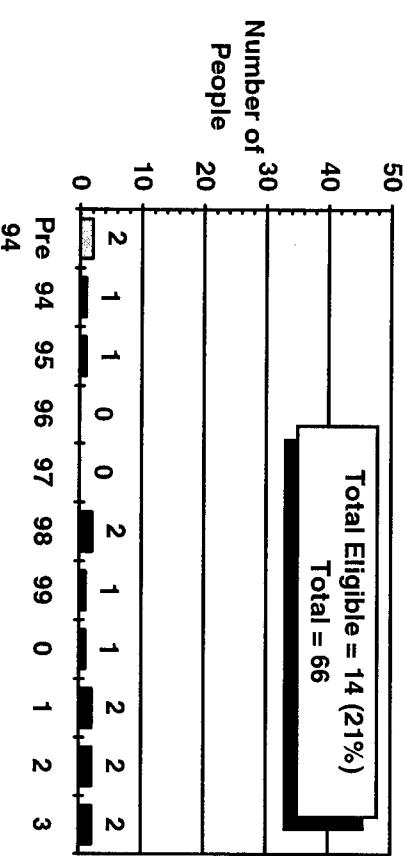
ELECTRONICS ENGINEER



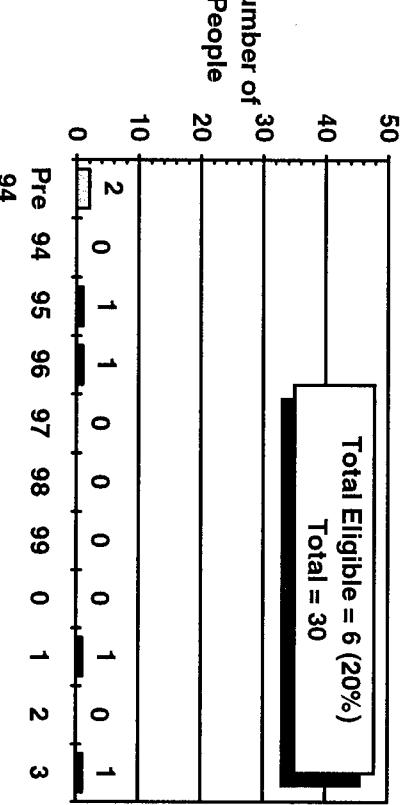
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
REGIONAL ENGINEERING/TECHNICIAN POPULATION
NEW ENGLAND REGION

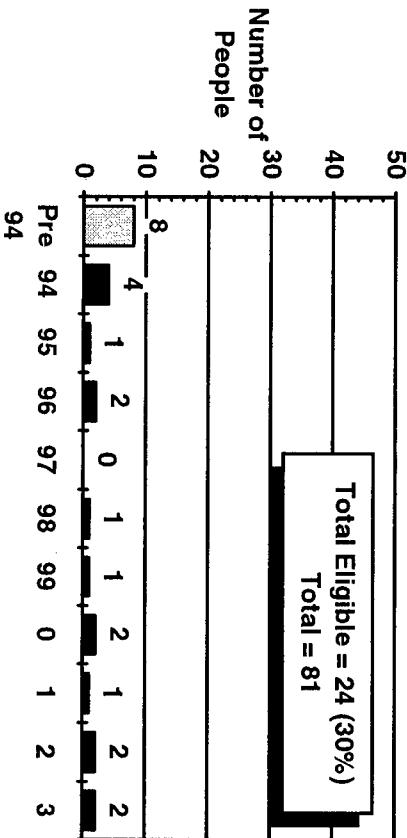
ENVIRONMENTAL TECHNICIAN



COMMUNICATION TECHNICIAN



NAVAIDS TECHNICIAN

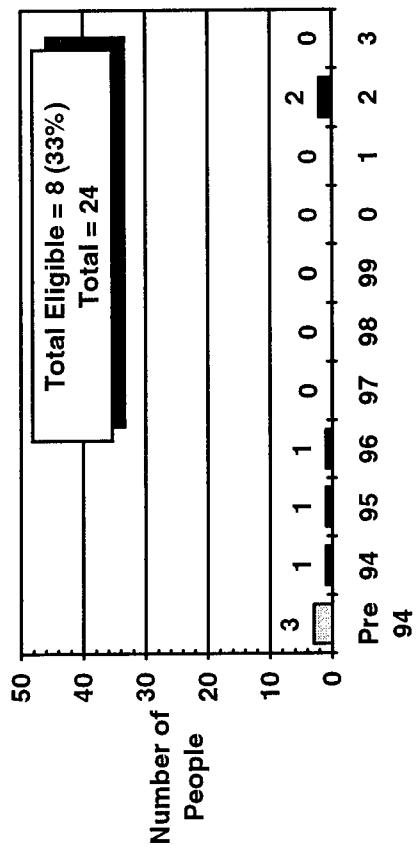


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

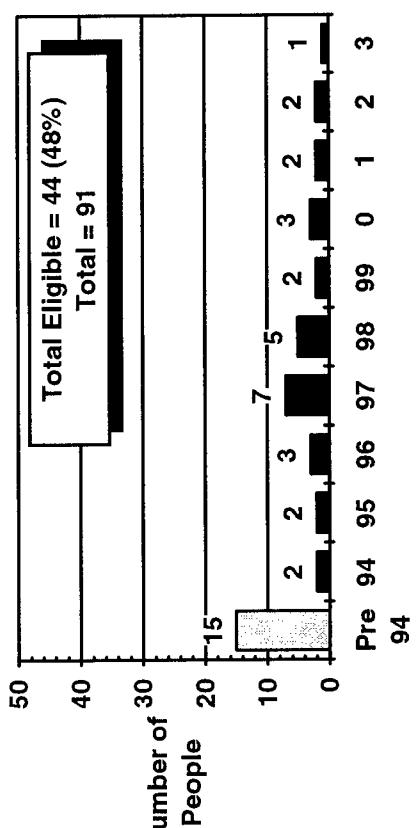
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
REGIONAL ENGINEERING/TECHNICIAN POPULATION
NEW ENGLAND REGION

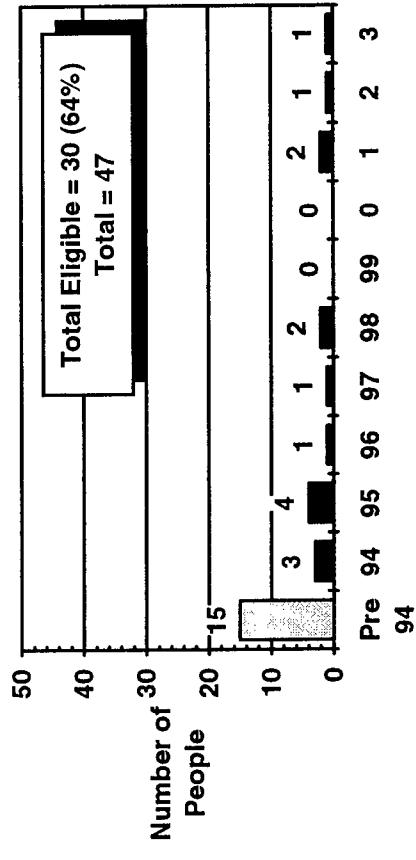
RADAR TECHNICIAN



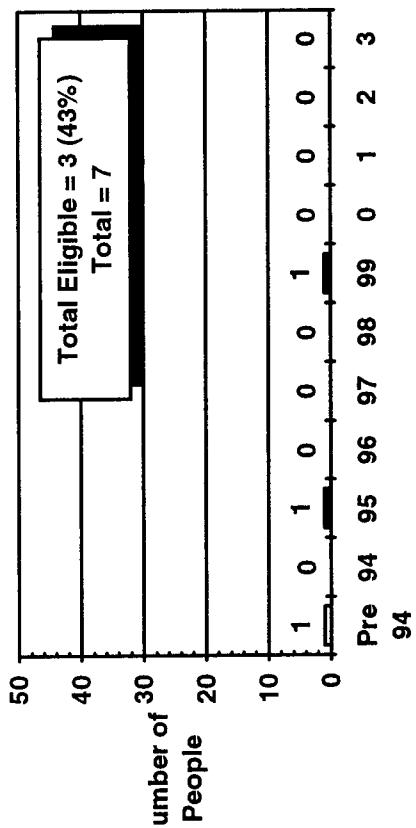
AUTOMATION TECHNICIAN



TECHNICAL MANAGEMENT



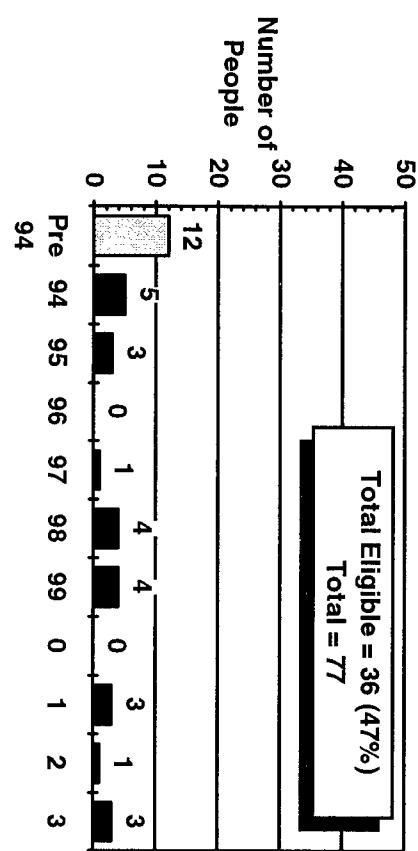
OTHER ENGINEERING/TECHNICIAN



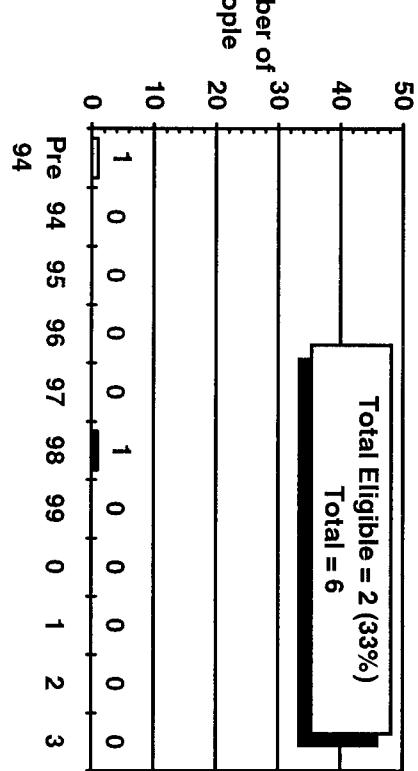
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
REGIONAL ENGINEERING/TECHNICIAN POPULATION
NORTHWEST MOUNTAIN REGION

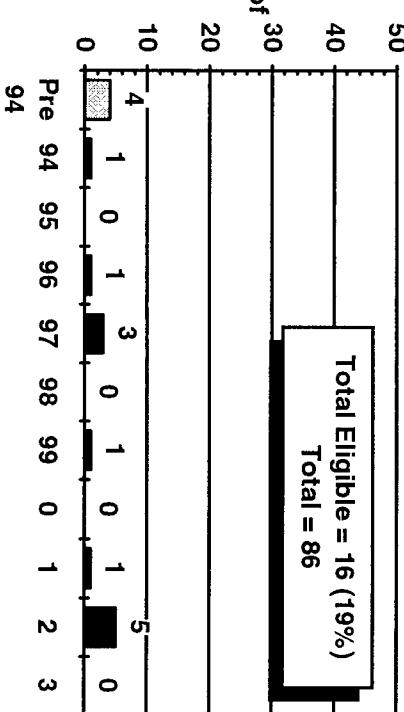
GENERAL ENGINEER



CIVIL ENGINEER



ELECTRONICS ENGINEER

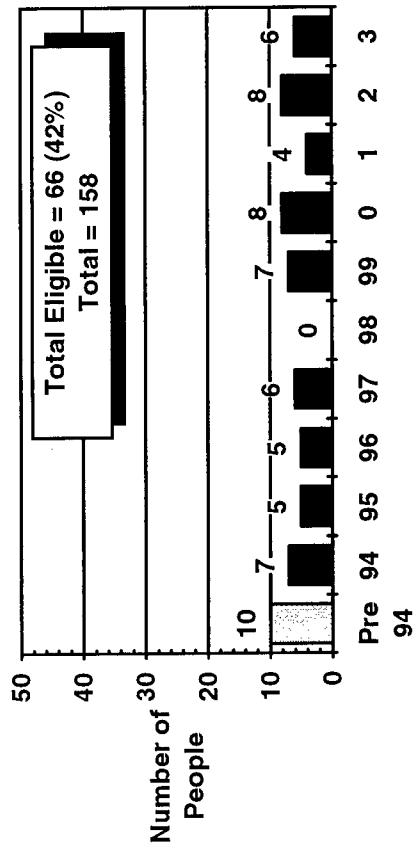


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

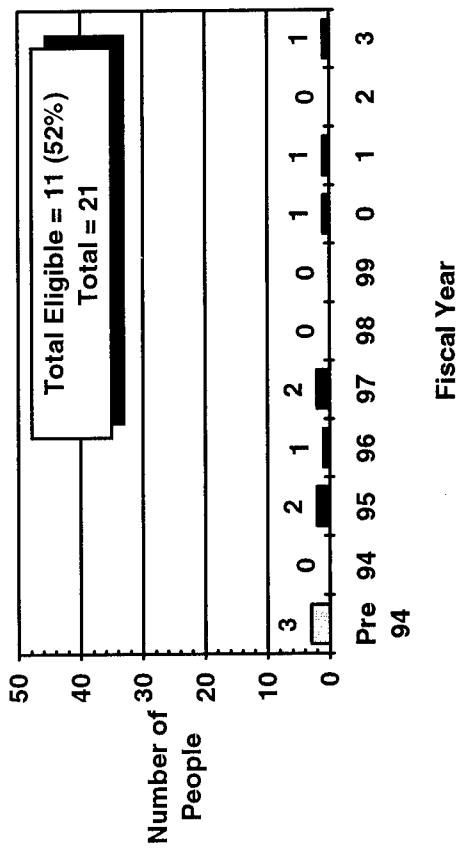
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
REGIONAL ENGINEERING/TECHNICIAN POPULATION
NORTHWEST MOUNTAIN REGION

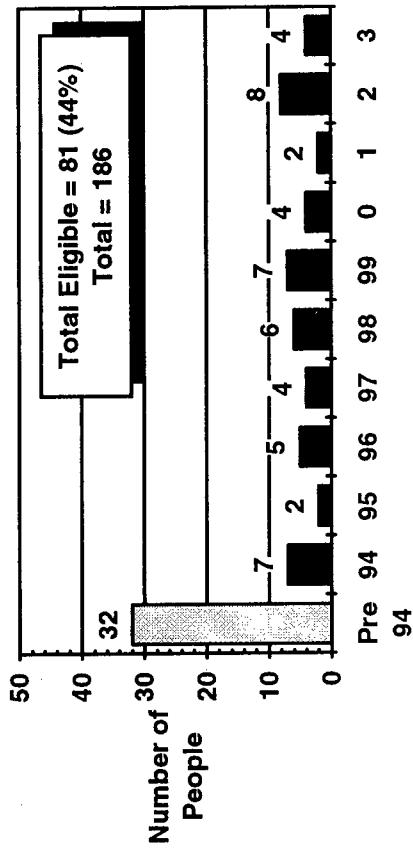
ENVIRONMENTAL TECHNICIAN



COMMUNICATION TECHNICIAN



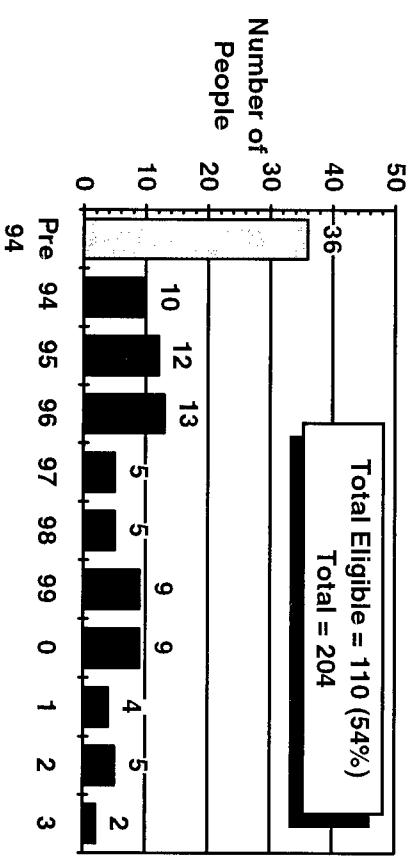
NAVAIDS TECHNICIAN



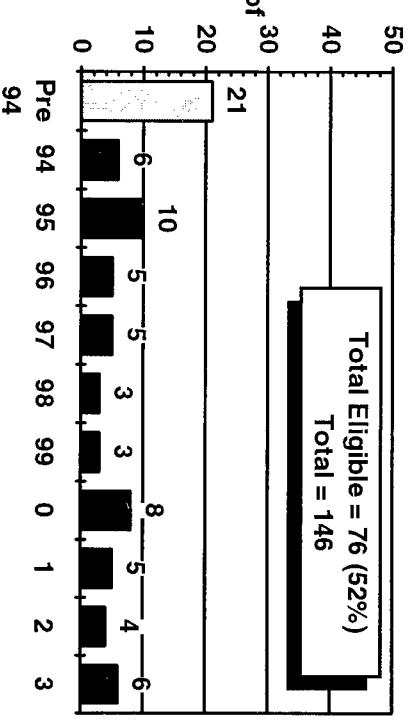
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
REGIONAL ENGINEERING/TECHNICIAN POPULATION
NORTHWEST MOUNTAIN REGION

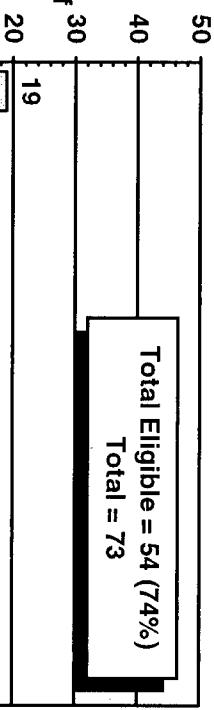
RADAR TECHNICIAN



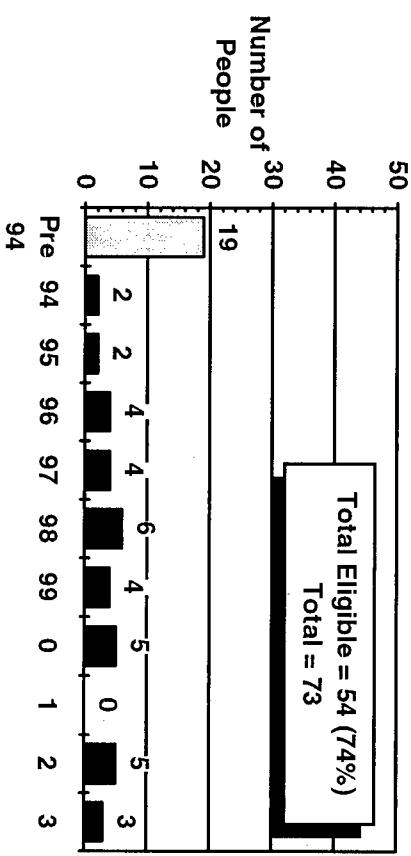
AUTOMATION TECHNICIAN



TECHNICAL MANAGEMENT



OTHER ENGINEERING/TECHNICIAN

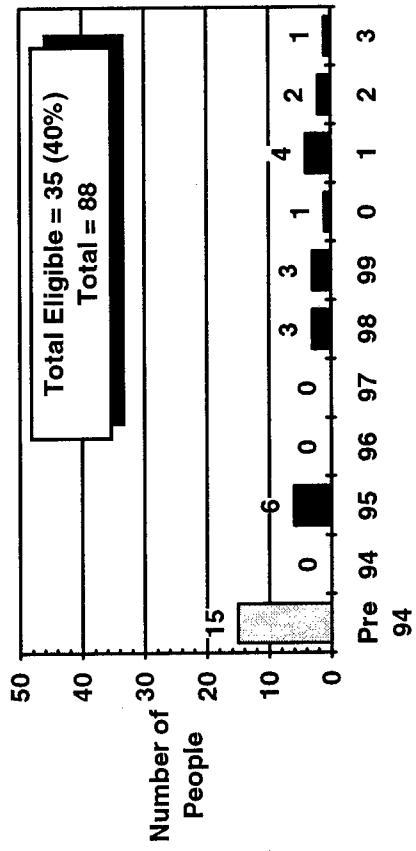


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

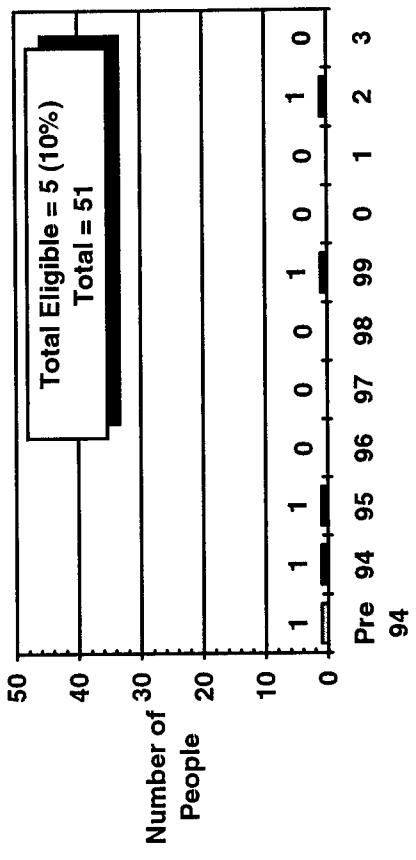
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
REGIONAL ENGINEERING/TECHNICIAN POPULATION
SOUTHERN REGION

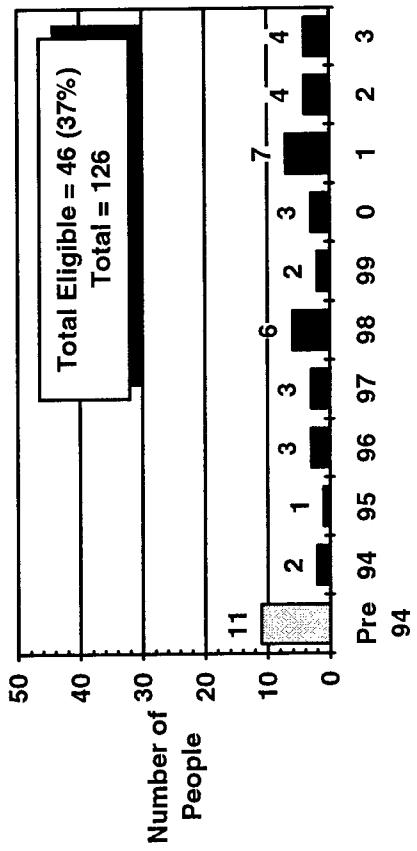
GENERAL ENGINEER



CIVIL ENGINEER



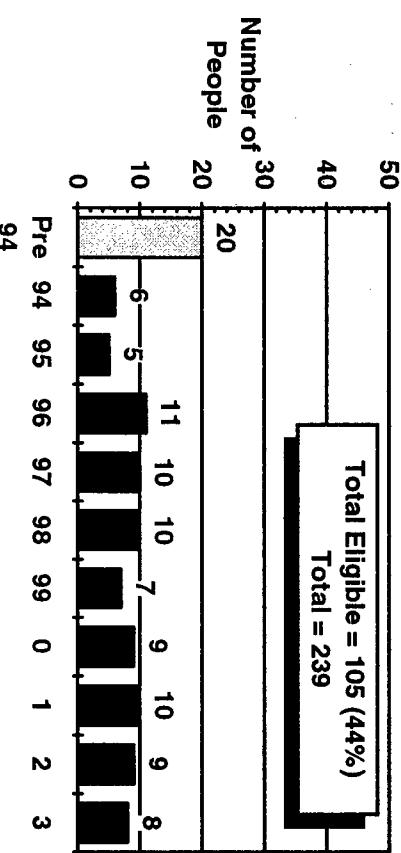
ELECTRONICS ENGINEER



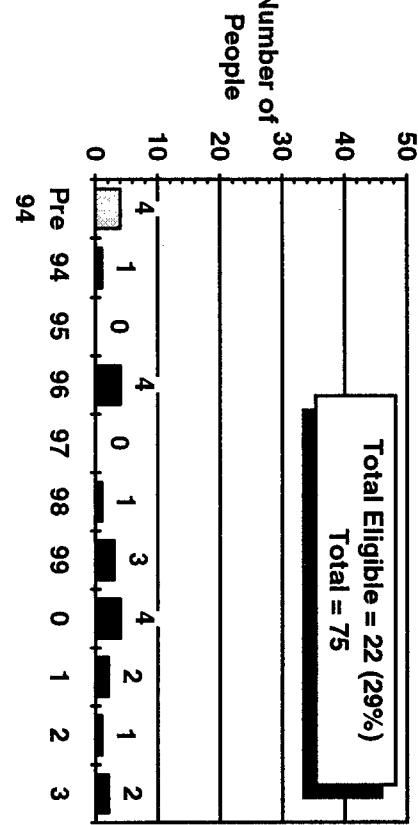
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
REGIONAL ENGINEERING/TECHNICIAN POPULATION
SOUTHERN REGION

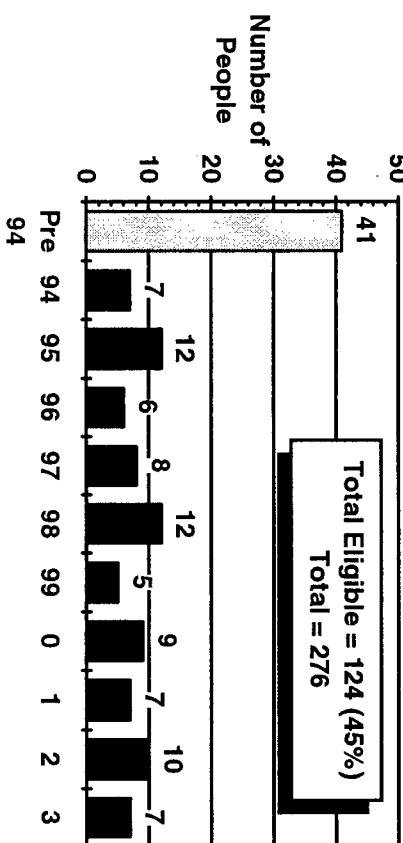
ENVIRONMENTAL TECHNICIAN



COMMUNICATION TECHNICIAN



NAVAIDS TECHNICIAN

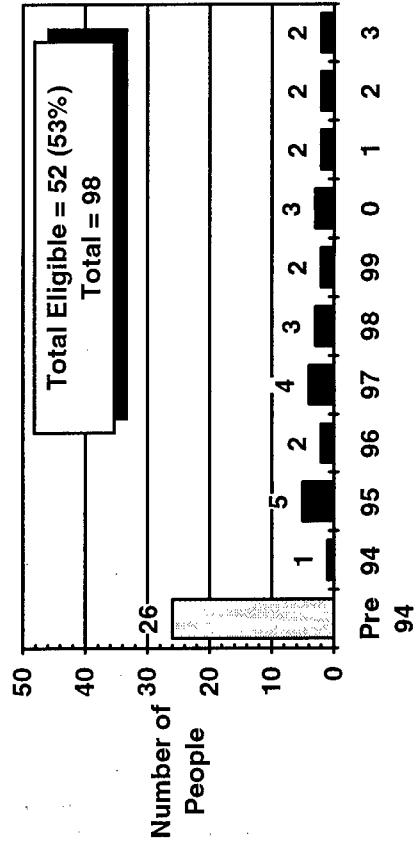


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

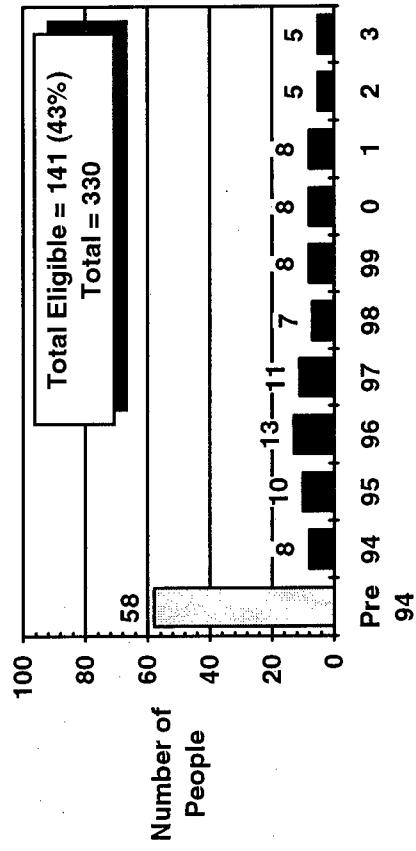
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
REGIONAL ENGINEERING/TECHNICIAN POPULATION
SOUTHERN REGION

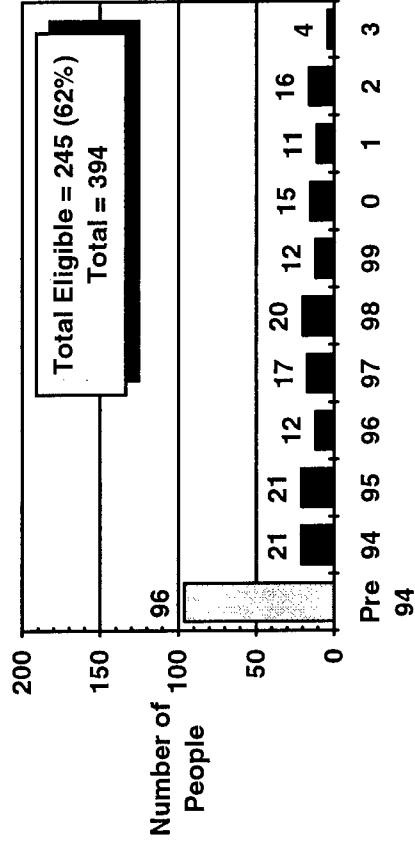
RADAR TECHNICIAN



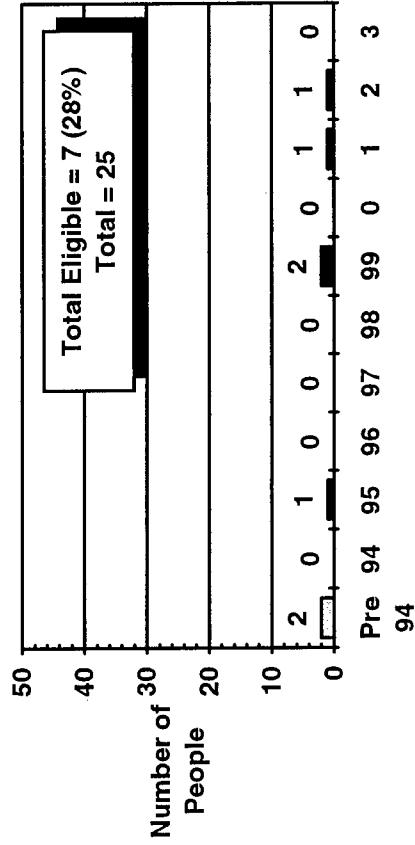
AUTOMATION TECHNICIAN



TECHNICAL MANAGEMENT



OTHER ENGINEERING/TECHNICIAN



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

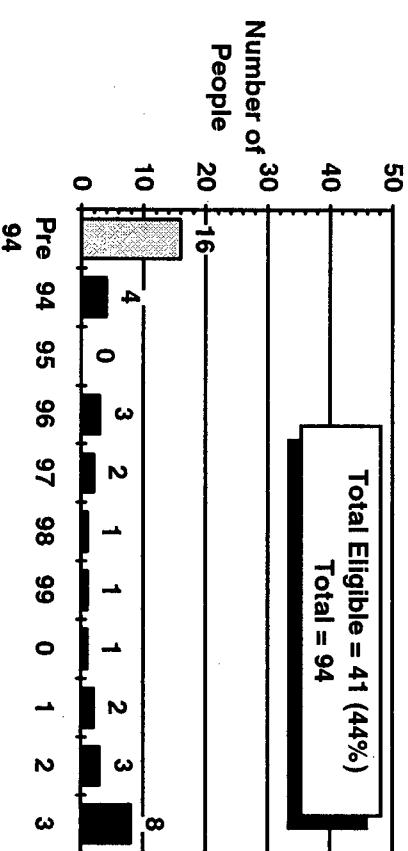
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION

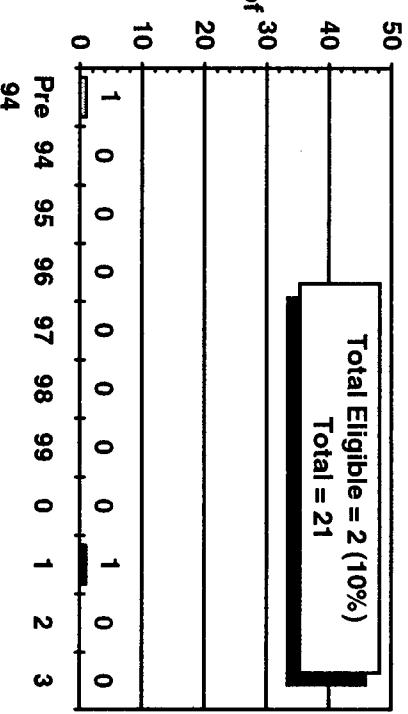
REGIONAL ENGINEERING/TECHNICIAN POPULATION

SOUTHWEST REGION

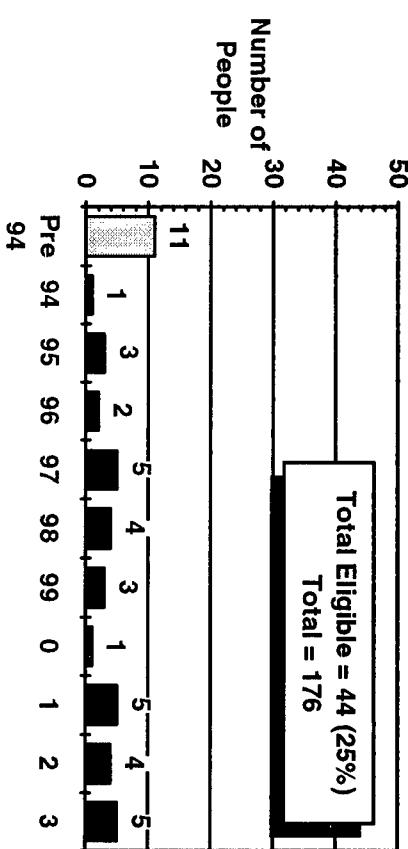
GENERAL ENGINEER



CIVIL ENGINEER



ELECTRONICS ENGINEER

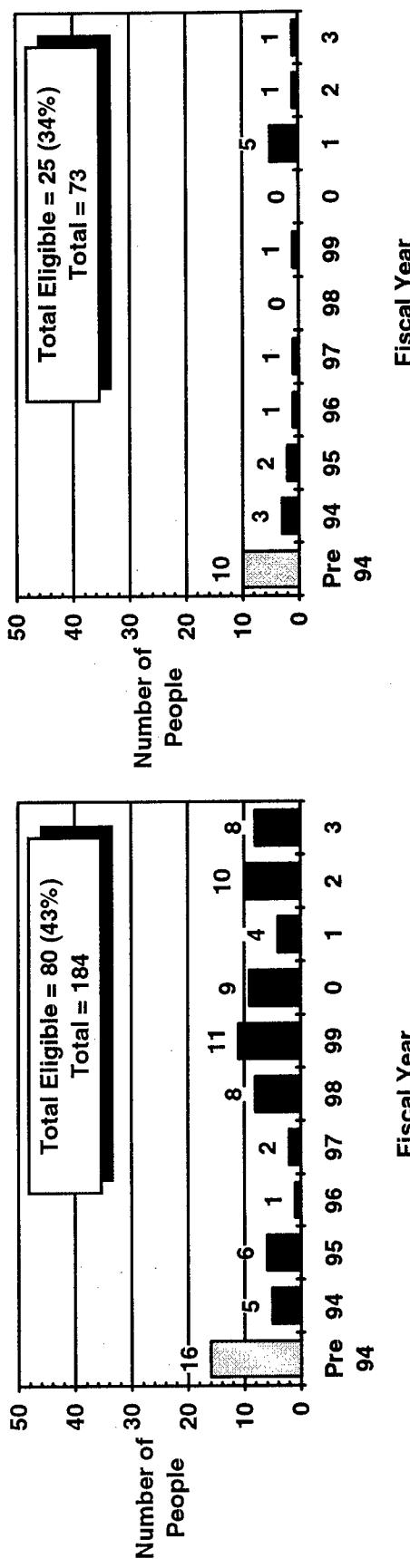


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

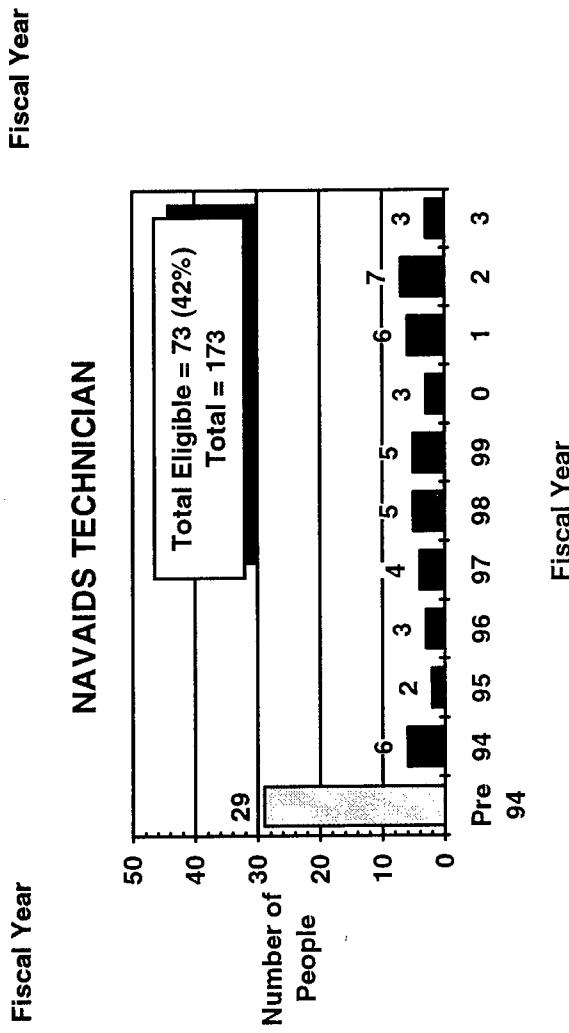
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
REGIONAL ENGINEERING/TECHNICIAN POPULATION
SOUTHWEST REGION

ENVIRONMENTAL TECHNICIAN



COMMUNICATION TECHNICIAN



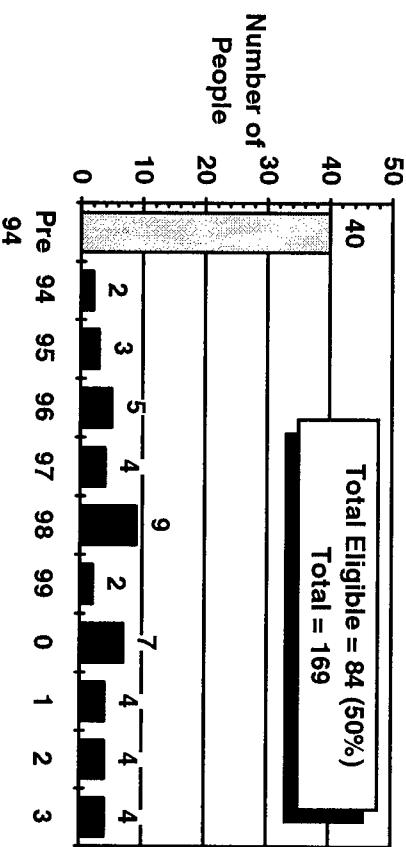
NAVAIDS TECHNICIAN

Fiscal Year

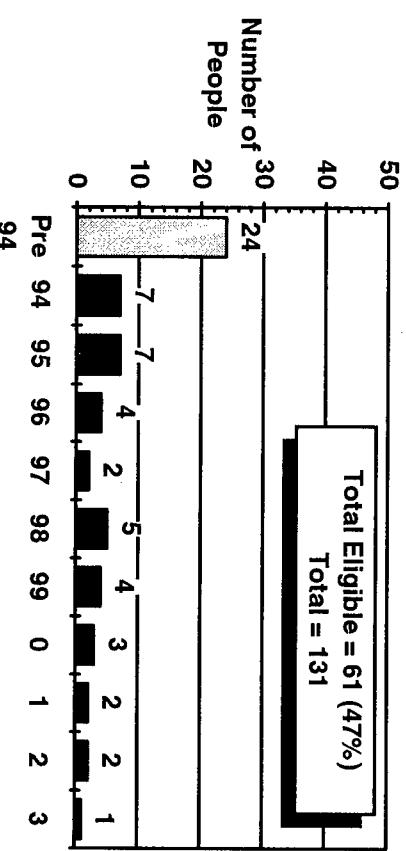
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
REGIONAL ENGINEERING/TECHNICIAN POPULATION
SOUTHWEST REGION

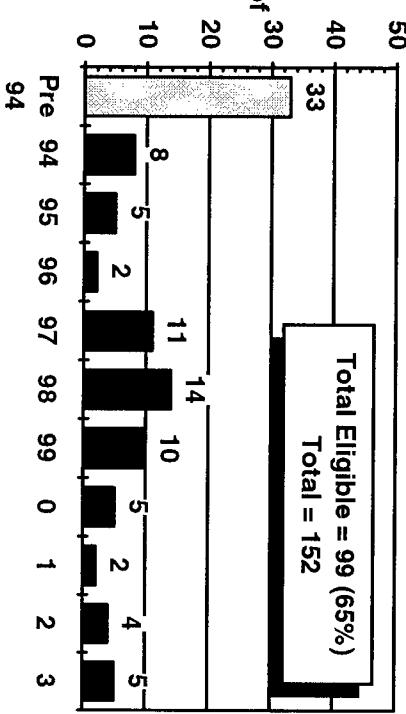
RADAR TECHNICIAN



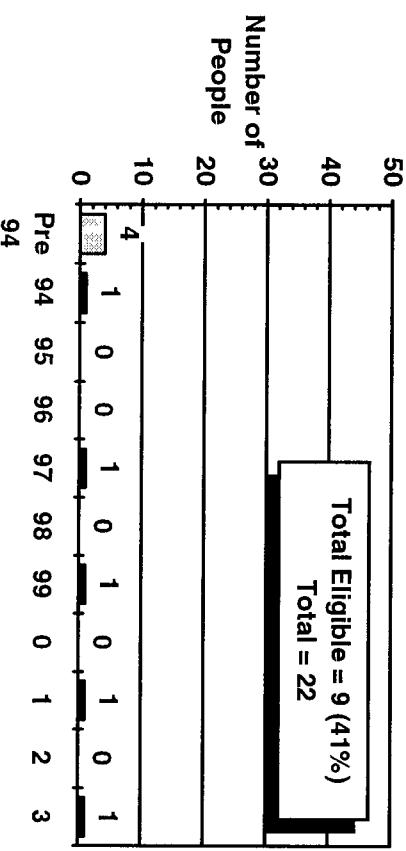
AUTOMATION TECHNICIAN



TECHNICAL MANAGEMENT



OTHER ENGINEERING/TECHNICIAN

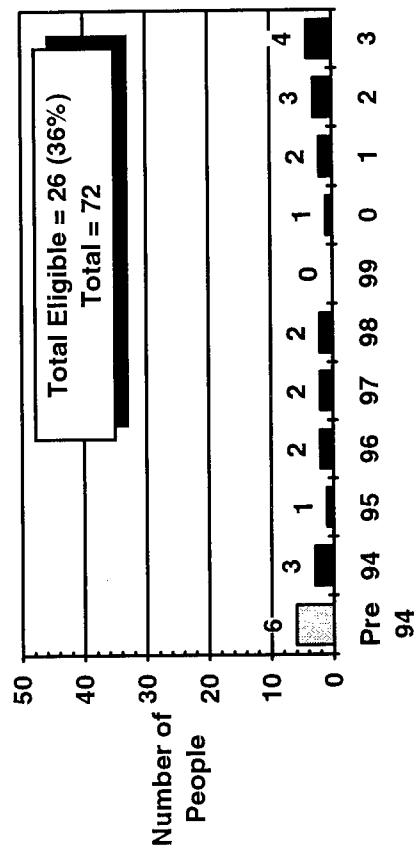


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

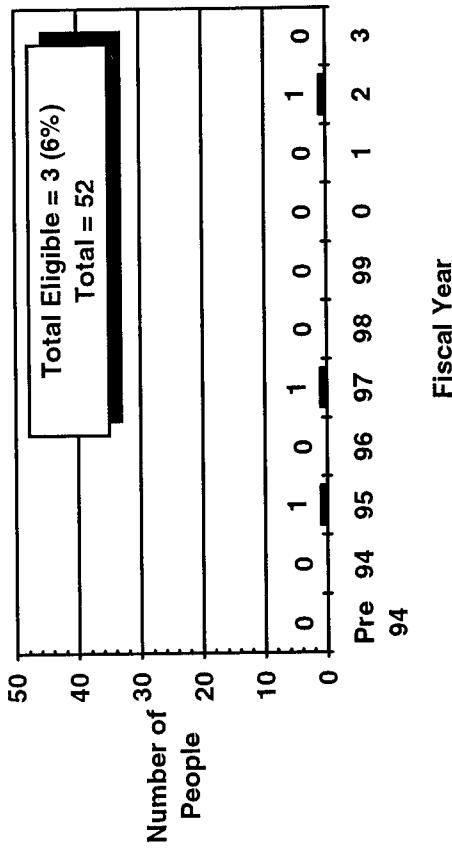
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
REGIONAL ENGINEERING/TECHNICIAN POPULATION
WESTERN PACIFIC REGION

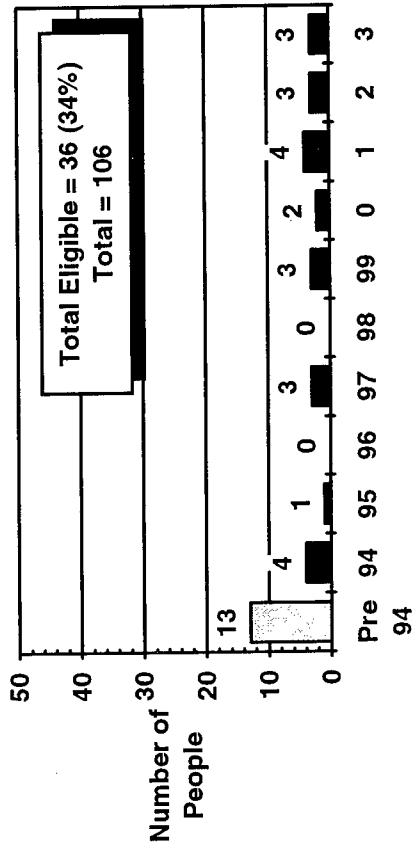
GENERAL ENGINEER



CIVIL ENGINEER



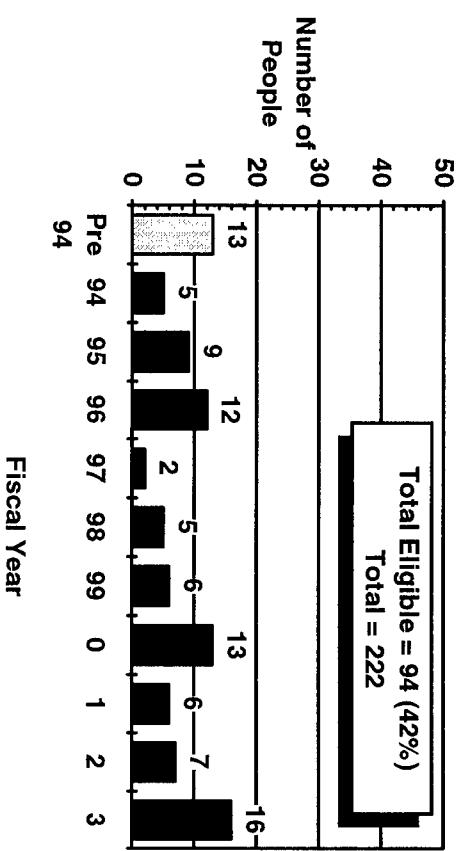
ELECTRONICS ENGINEER



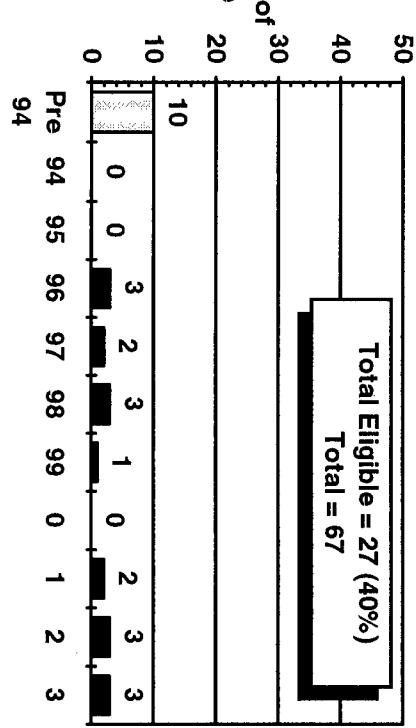
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
REGIONAL ENGINEERING/TECHNICIAN POPULATION
WESTERN PACIFIC REGION

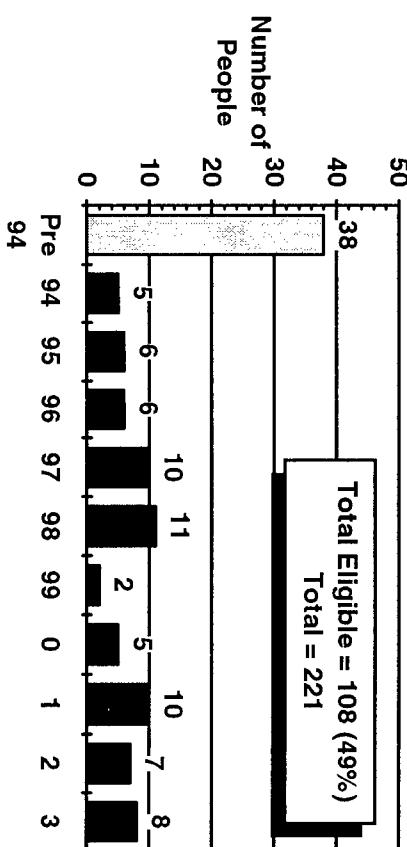
ENVIRONMENTAL TECHNICIAN



COMMUNICATION TECHNICIAN



NAVAIDS TECHNICIAN

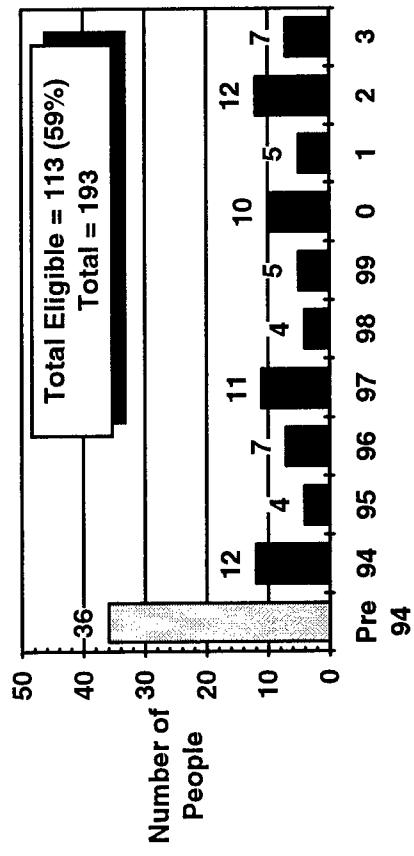


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

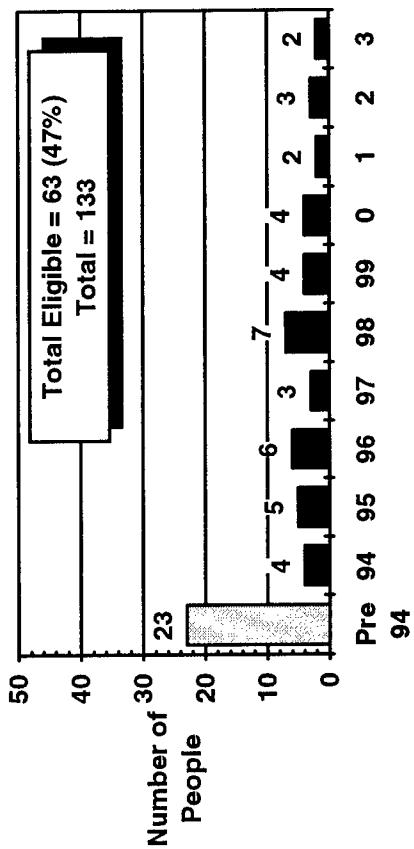
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
REGIONAL ENGINEERING/TECHNICIAN POPULATION
WESTERN PACIFIC REGION

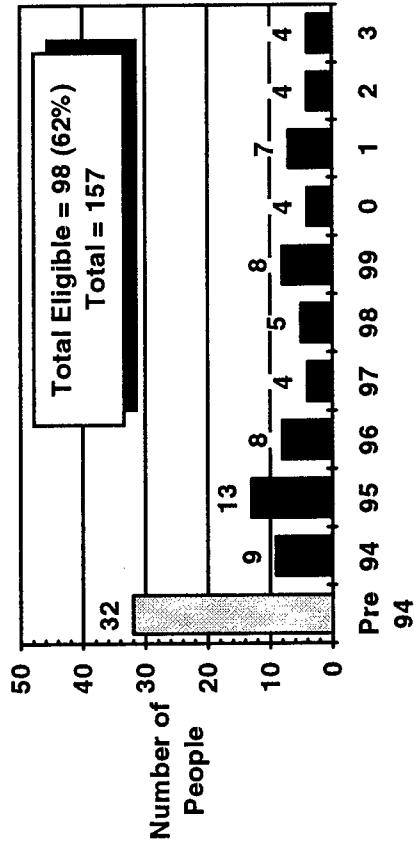
RADAR TECHNICIAN



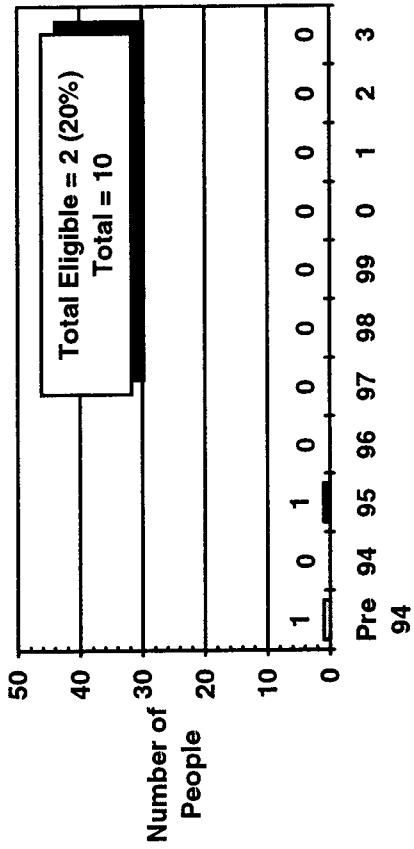
AUTOMATION TECHNICIAN



TECHNICAL MANAGEMENT



OTHER ENGINEERING/TECHNICIAN

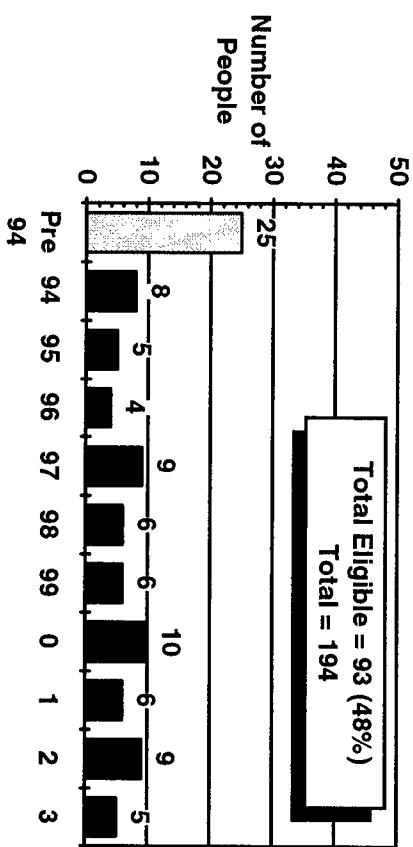


Fiscal Year

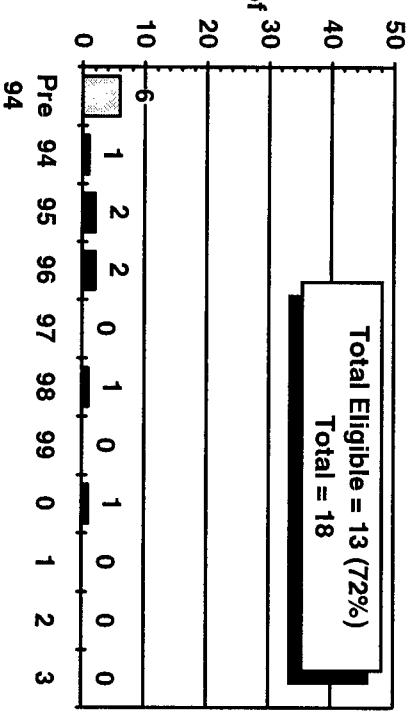
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
NATIONAL FIELD SUPPORT GROUP (NFSG) POPULATION

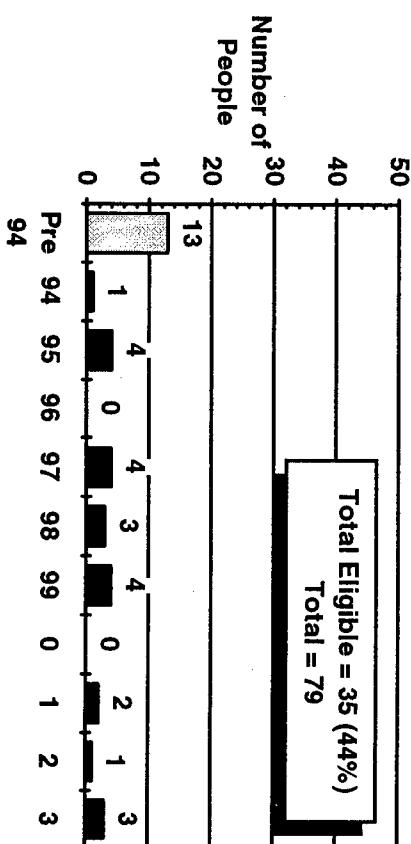
GENERAL ENGINEER



CIVIL ENGINEER



ELECTRONICS ENGINEER

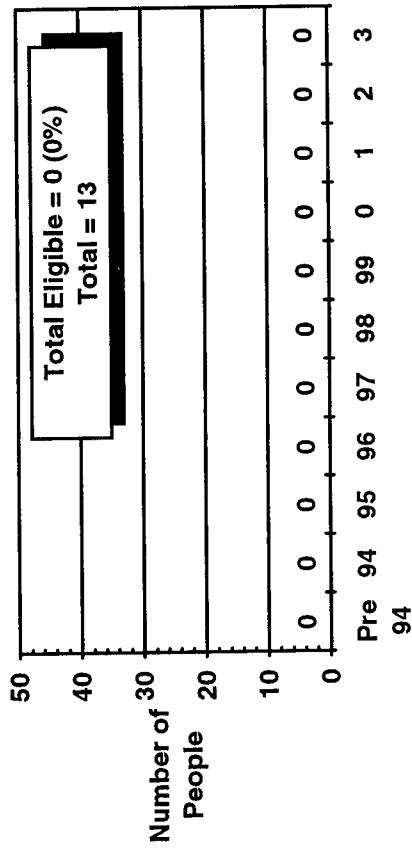


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

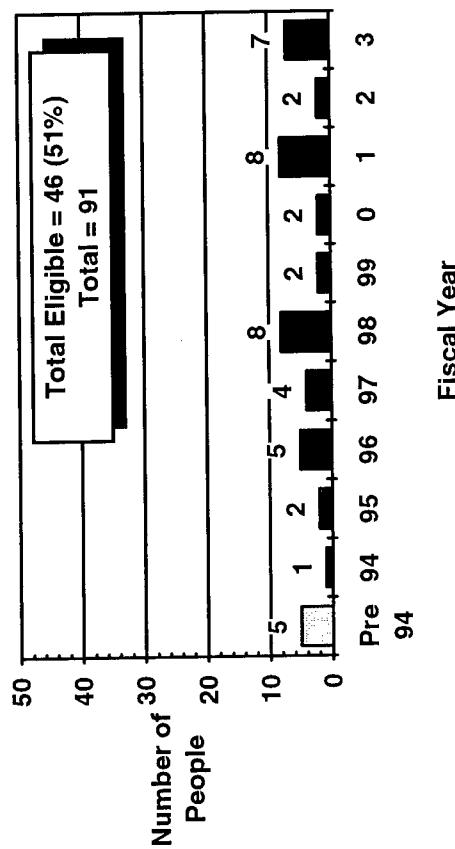
(AS OF SEPTEMBER 30, 1993)

**NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD - TEN YEAR PROJECTION
NATIONAL FIELD SUPPORT GROUP (NFSG) POPULATION**

ENVIRONMENTAL TECHNICIAN



COMMUNICATION TECHNICIAN



4.3 NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD AND FIELD SECTOR

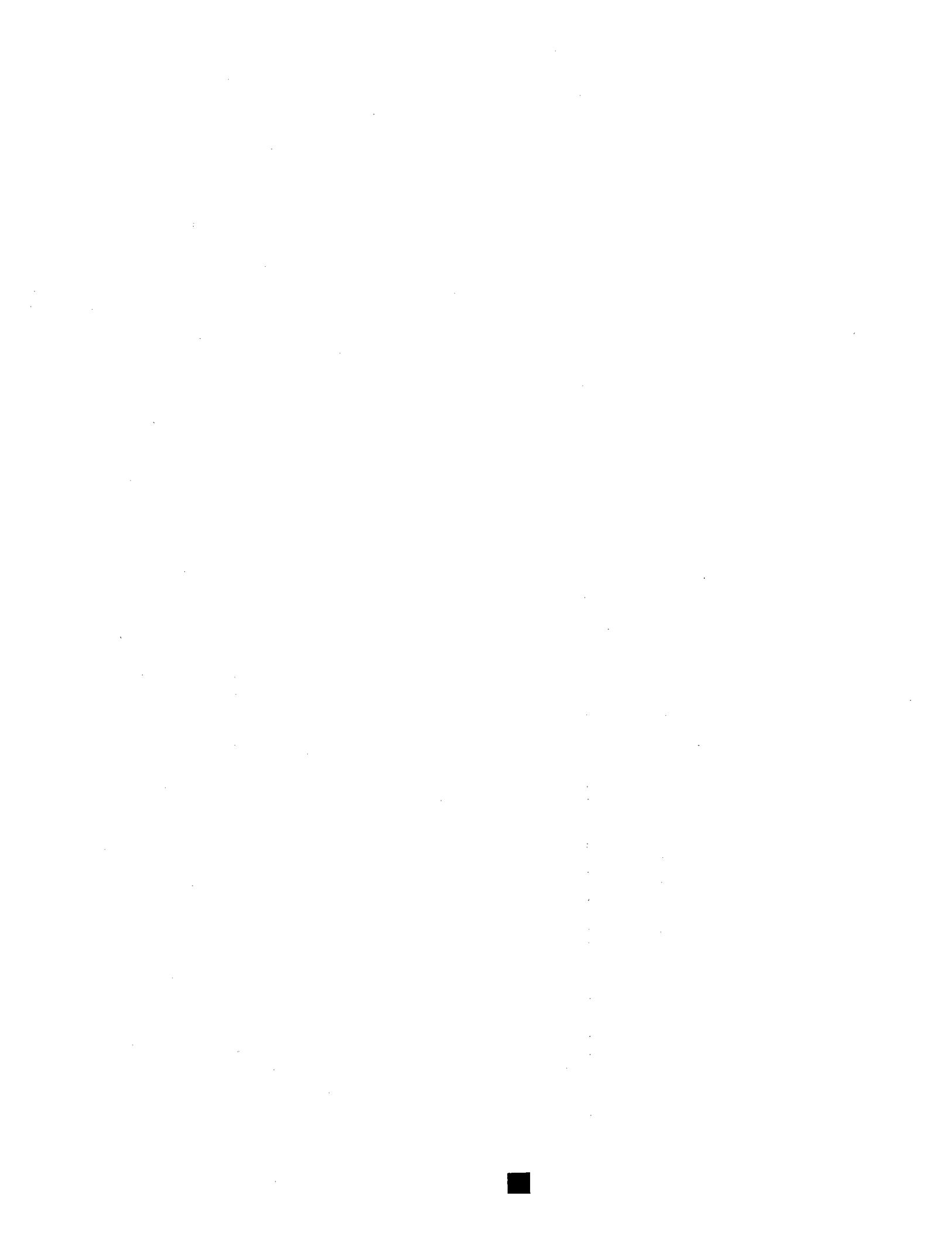
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD & FIELD SECTOR TYPES
CUMULATIVE TEN YEAR PROJECTION (FY94-FY03)
TOTAL ENGINEERING/TECHNICIAN POPULATION - SECTORS

Engineering/ Technician Career Field	ARTCC		GNAS		Total	
	#	%	#	%	#	%
General Engineer	10	21%	75	24%	85	24%
Civil Engineer	0	0%	15	6%	15	6%
Electronics Engineer	27	30%	64	11%	91	14%
Environmental Technician*	118	42%	362	32%	480	34%
Communication Technician	58	23%	46	20%	104	22%
Navairds Technician	1	11%	420	26%	421	26%
Radar Technician	38	38%	316	29%	354	30%
Automation Technician	116	30%	226	29%	342	29%
Technical Management	176	44%	380	39%	556	41%
Other Engineering/Technician	0	0%	33	20%	33	20%
Total	544	35%	1,937	27%	2,481	29%

*Includes GS-802 & WG-4749

Percentages based on career field population in each field sector type



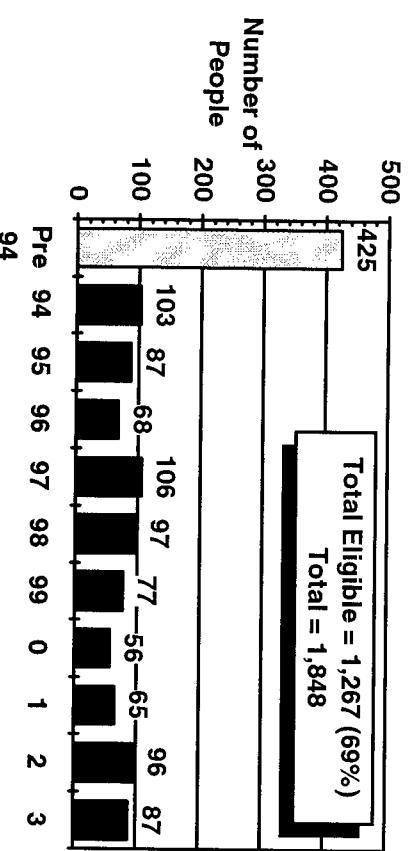
4.4 NEWLY RETIREMENT ELIGIBLE FOR FUNCTION

AIRWAY FACILITIES Work Force Demographics

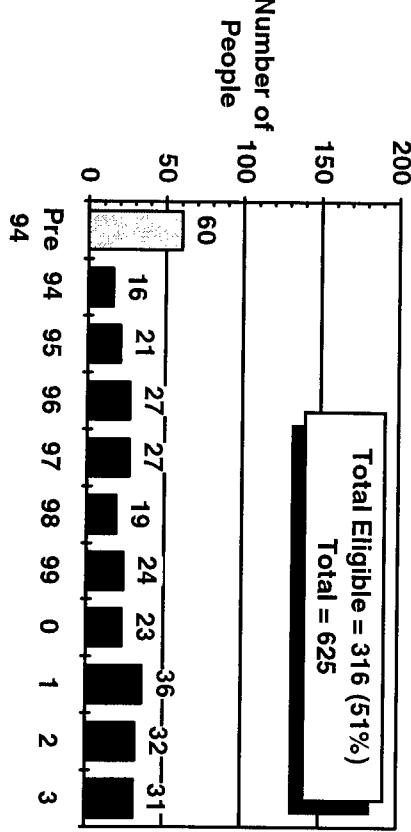
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION TOTAL POPULATION

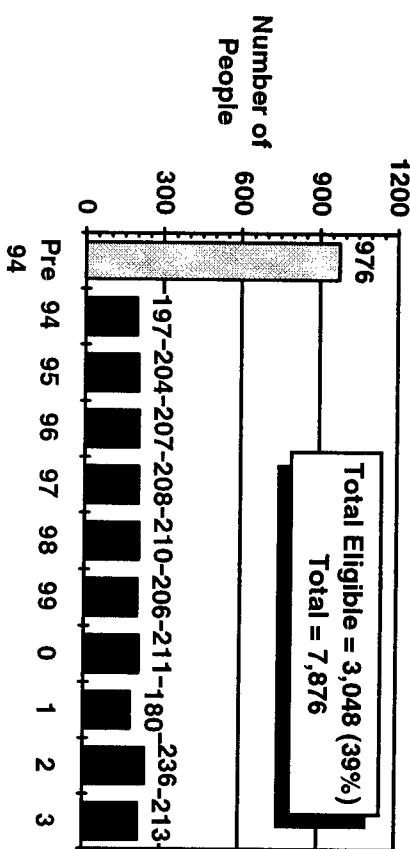
MANAGERIAL/SUPERVISORY



ADMINISTRATIVE



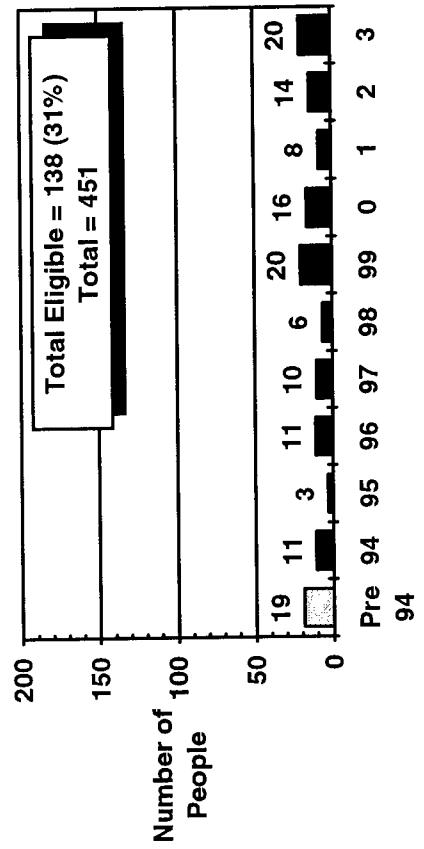
TECHNICAL/PROFESSIONAL



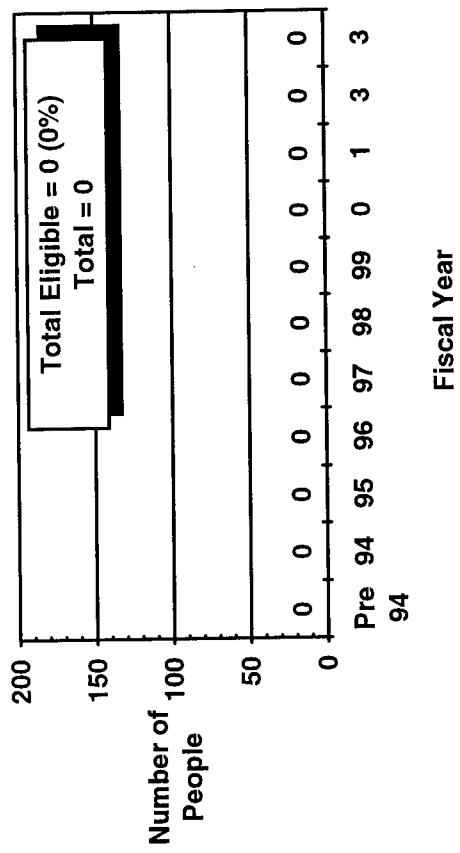
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION
TOTAL POPULATION

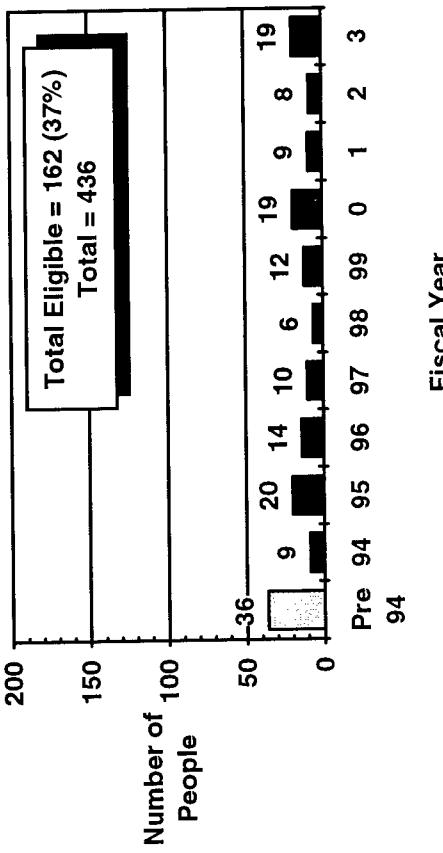
CLERICAL



OTHER



NO INFORMATION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY ORGANIZATION & FUNCTION
CUMULATIVE TEN YEAR PROJECTION (FY94 - FY03)
TOTAL POPULATION - 11,236

Organization	Function						#	%		
	Managerial/ Supervisory	Administrative	Technical/ Professional	Clerical	No Information					
#	%	#	%	#	%	#	%			
Alaskan	80	70%	21	43%	117	32%	4	27%	47	48%
Central	64	55%	19	51%	138	29%	11	38%	9	21%
Eastern	167	68%	39	57%	354	38%	16	33%	7	29%
Great Lakes	154	61%	30	40%	431	38%	11	23%	3	23%
New England	55	70%	17	65%	106	29%	3	17%	0	0%
Northwest Mountain	147	70%	43	53%	351	43%	13	28%	24	40%
Southern	255	73%	44	41%	585	41%	35	32%	13	29%
Southwest	166	70%	39	54%	380	39%	24	30%	27	45%
Western Pacific	150	73%	44	57%	458	43%	11	29%	32	34%
NFSG	29	78%	20	65%	128	42%	10	50%	0	0%
Total	1,267	69%	316	51%	3,048	39%	138	31%	162	37%

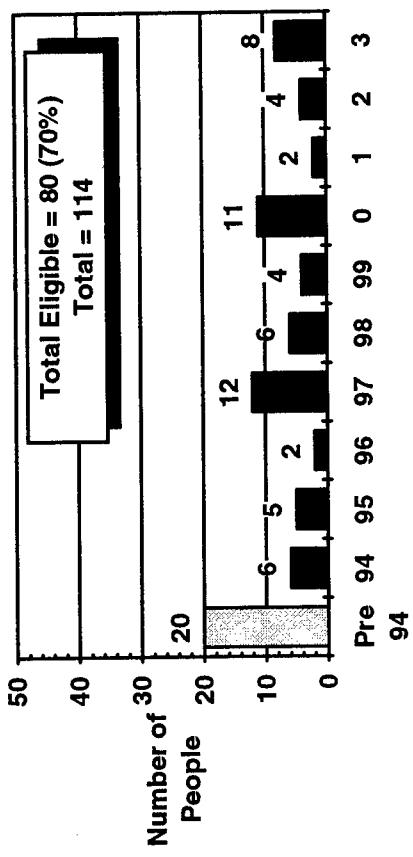
Percentages based on population for each function (e.g., Clerical) in each organization

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

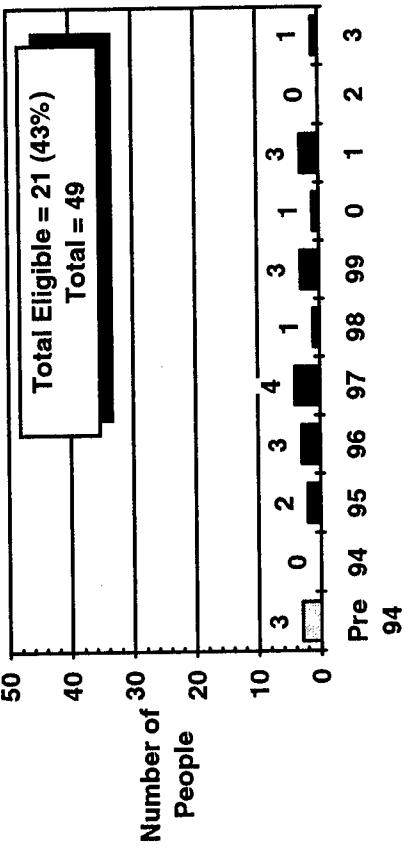
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION
ALASKAN REGION POPULATION

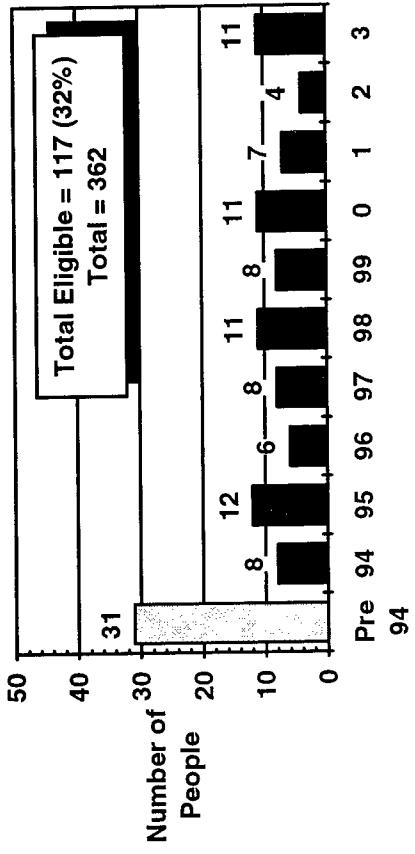
MANAGERIAL/SUPERVISORY



ADMINISTRATIVE



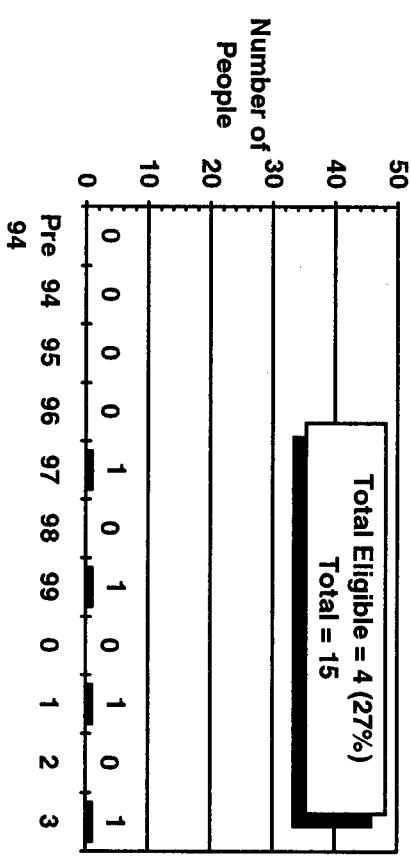
TECHNICAL/PROFESSIONAL



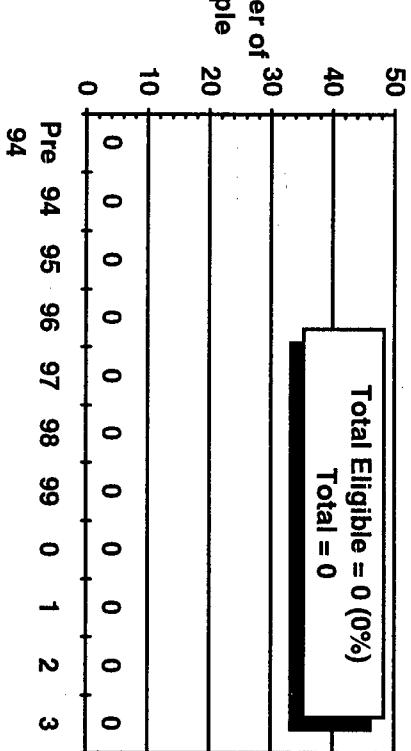
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION
ALASKAN REGION POPULATION

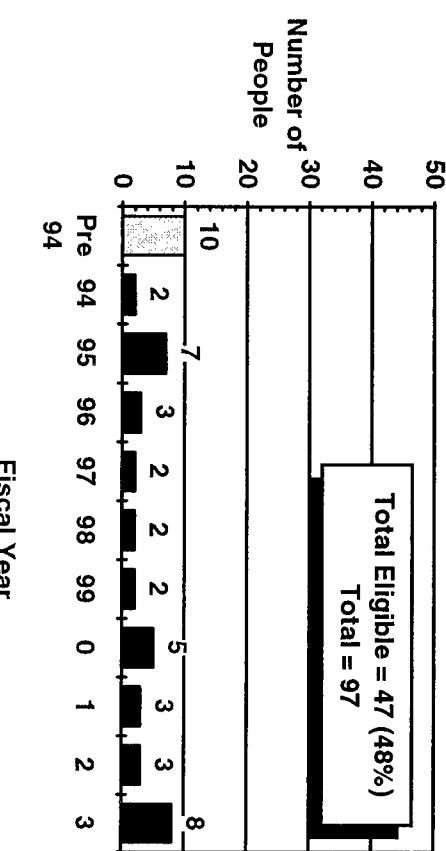
CLERICAL



OTHER



NO INFORMATION

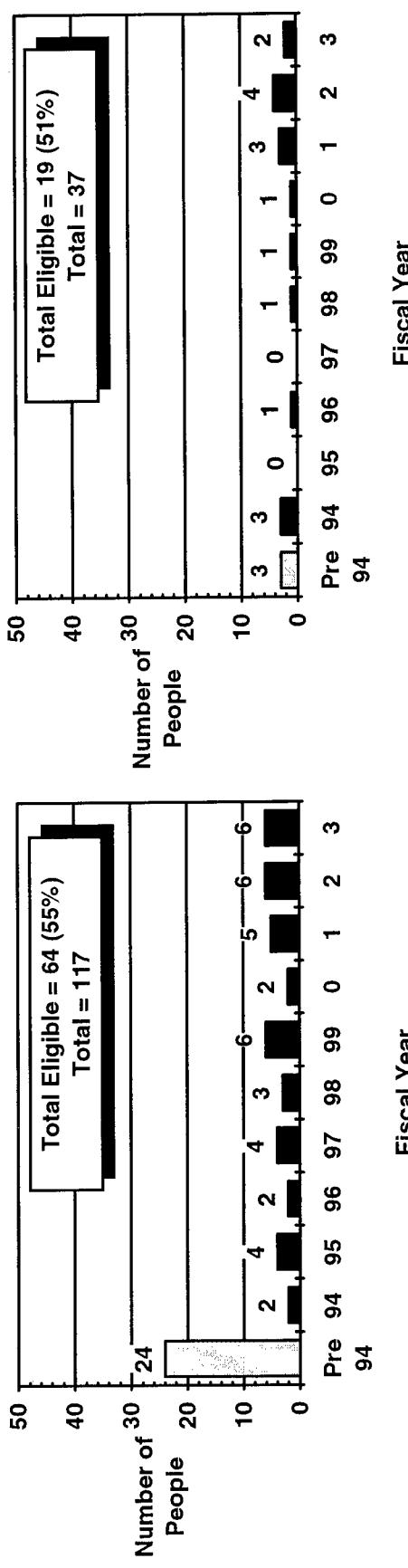


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

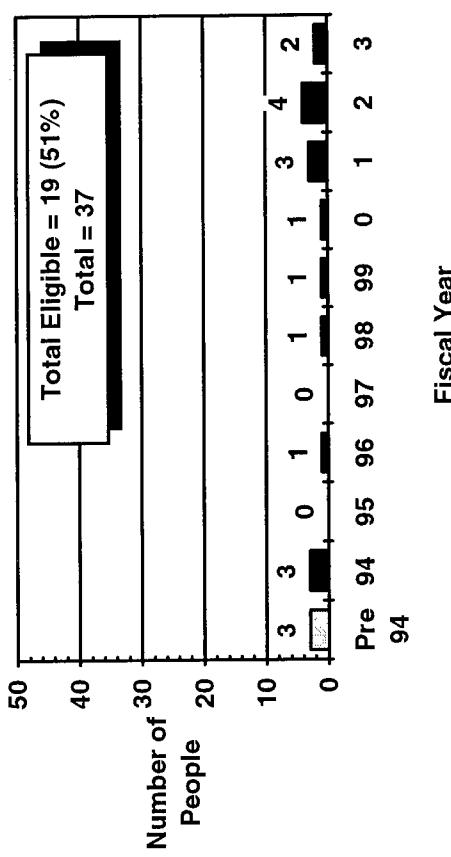
(AS OF SEPTEMBER 30, 1993)

**NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION
CENTRAL REGION POPULATION**

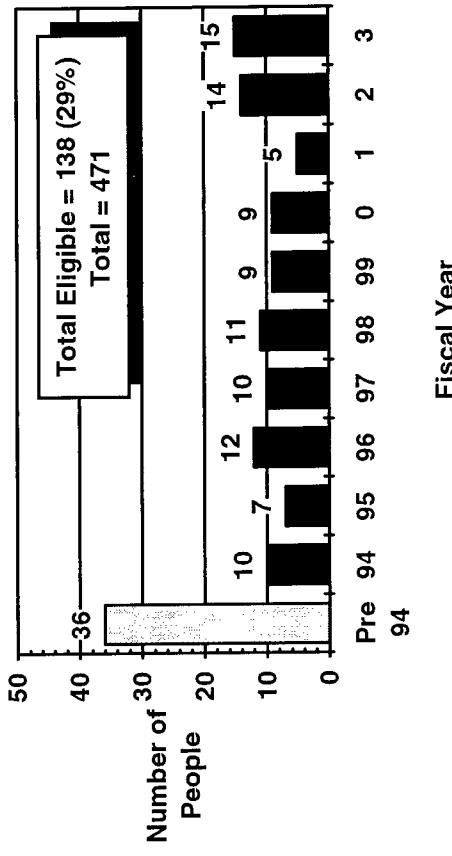
MANAGERIAL/SUPERVISORY



ADMINISTRATIVE



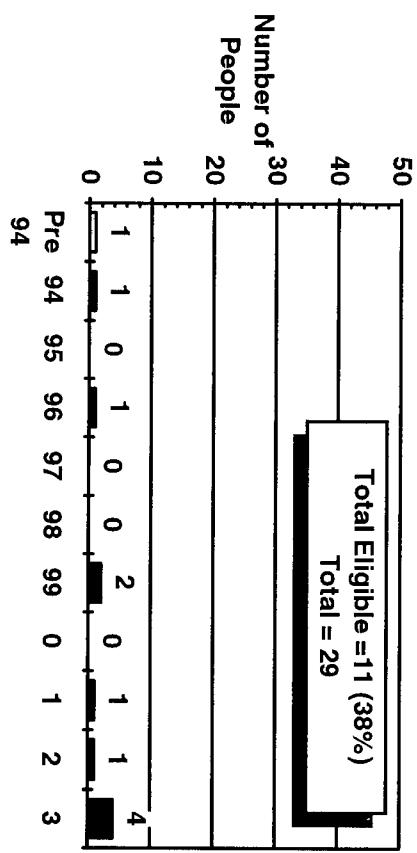
TECHNICAL/PROFESSIONAL



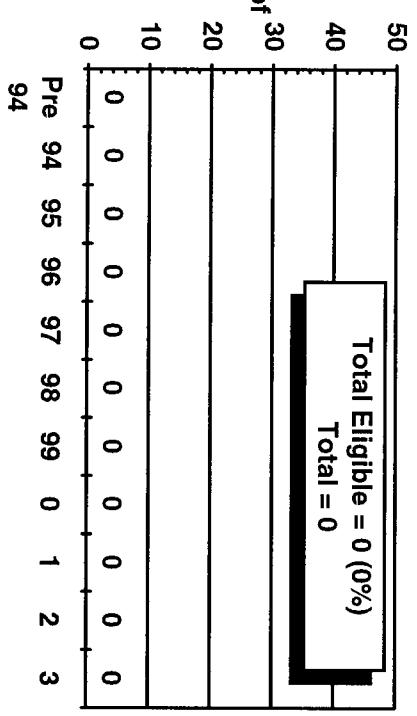
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION
CENTRAL REGION POPULATION

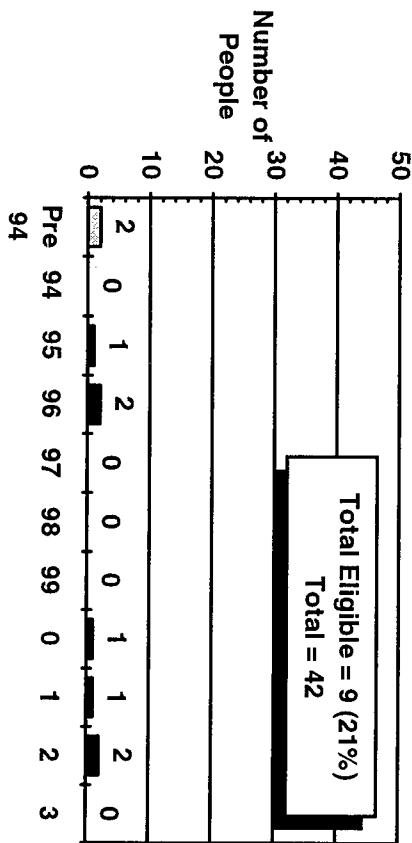
CLERICAL



OTHER



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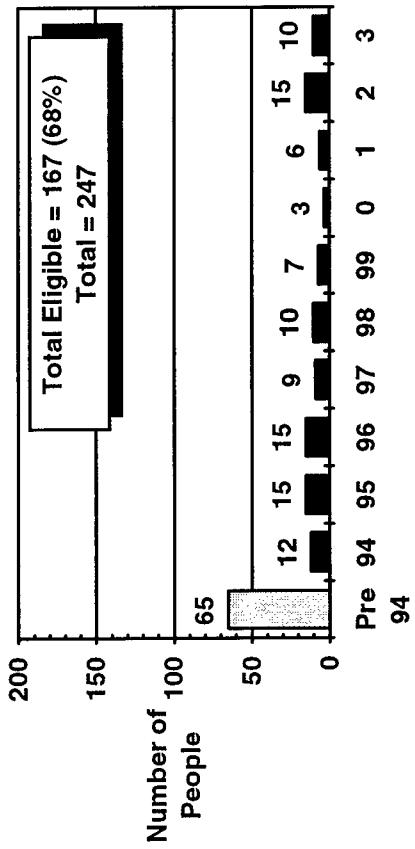


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

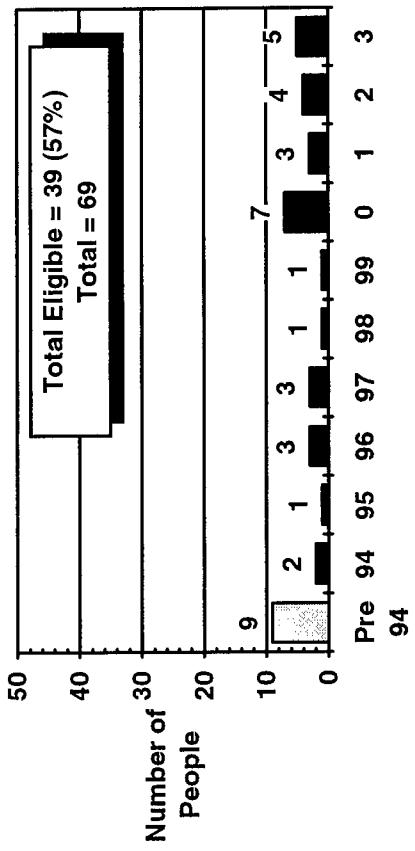
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION
EASTERN REGION POPULATION

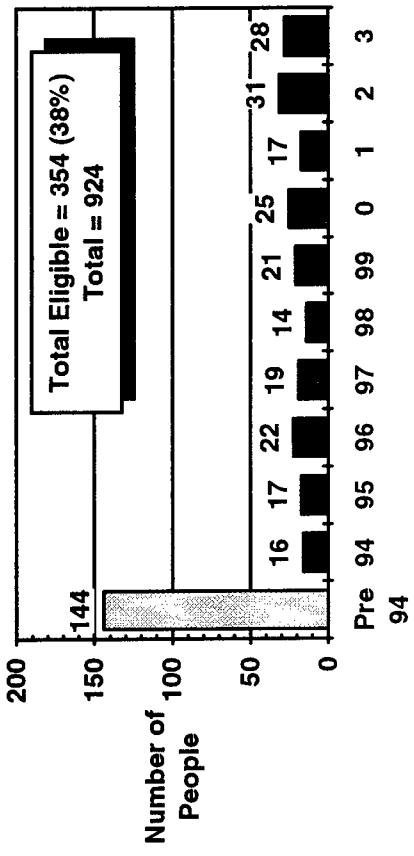
MANAGERIAL/SUPERVISORY



ADMINISTRATIVE



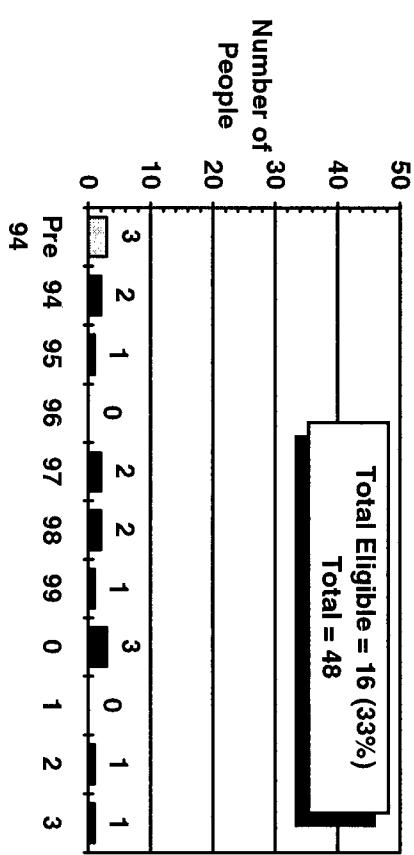
TECHNICAL/PROFESSIONAL



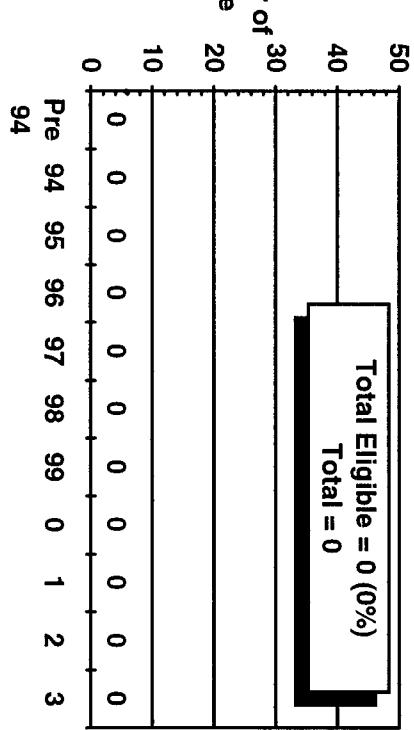
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION
EASTERN REGION POPULATION

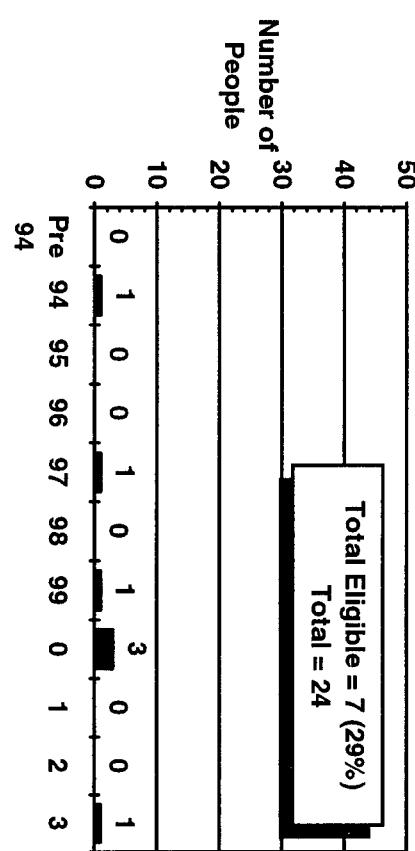
CLERICAL



OTHER



NO INFORMATION

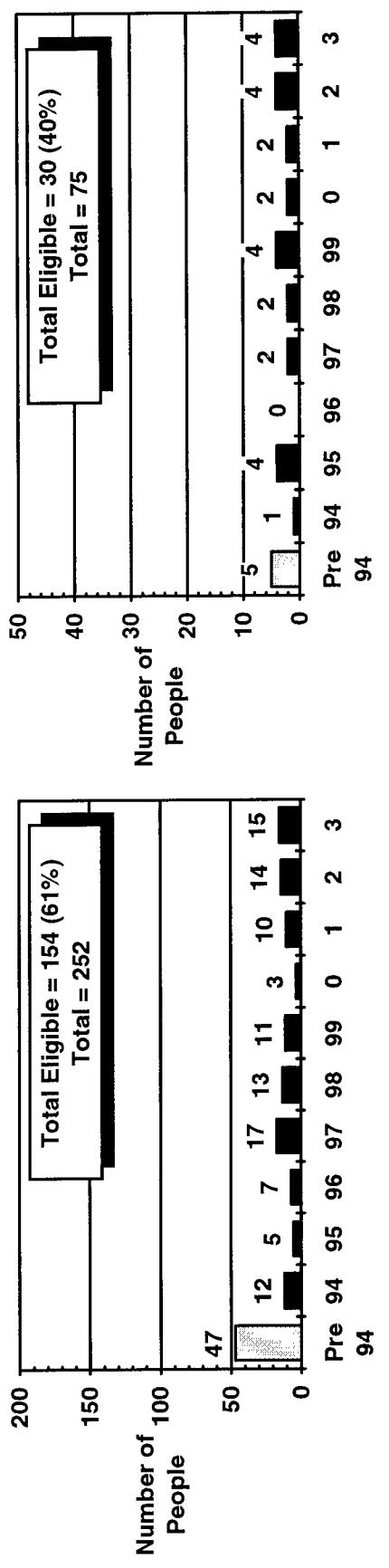


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

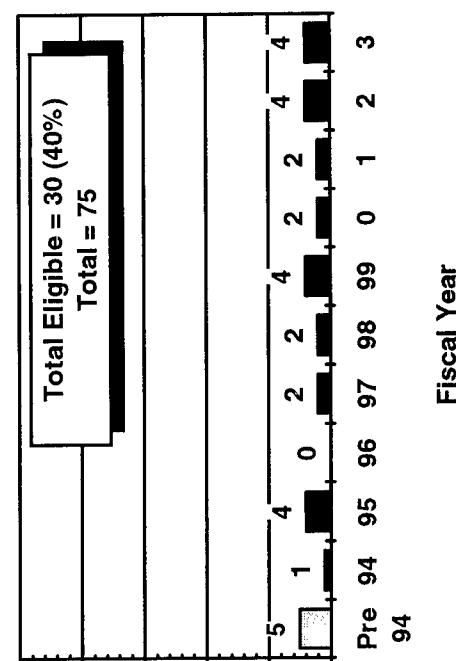
(AS OF SEPTEMBER 30, 1993)

**NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION
GREAT LAKES REGION POPULATION**

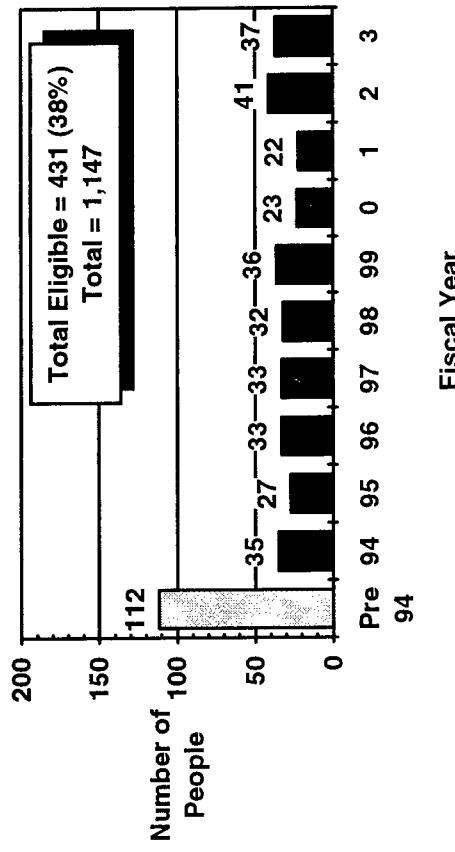
MANAGERIAL/SUPERVISORY



ADMINISTRATIVE



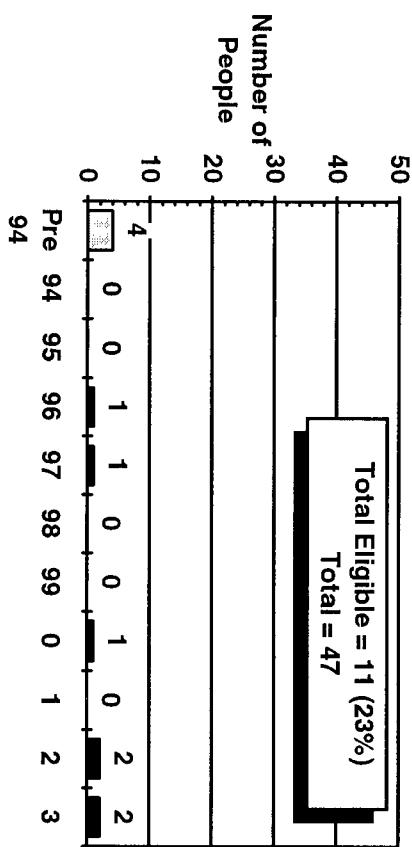
TECHNICAL/PROFESSIONAL



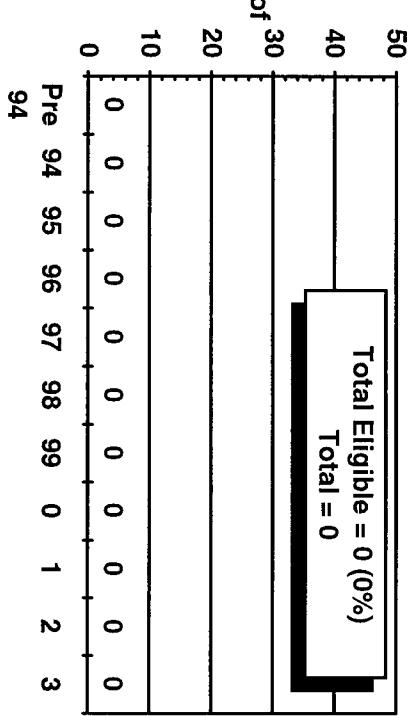
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION
GREAT LAKES REGION POPULATION

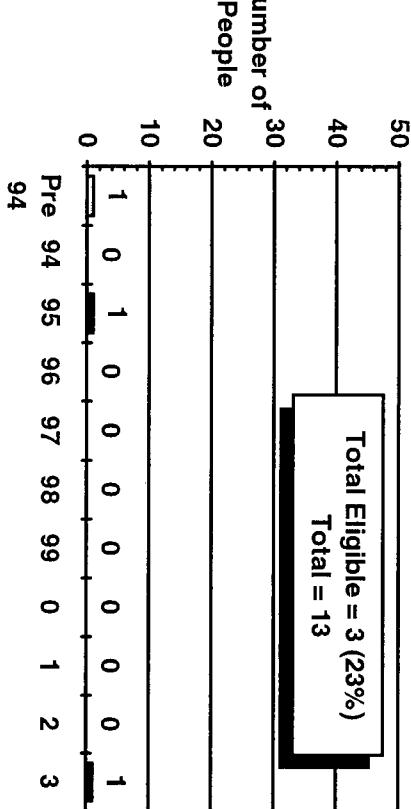
CLERICAL



OTHER



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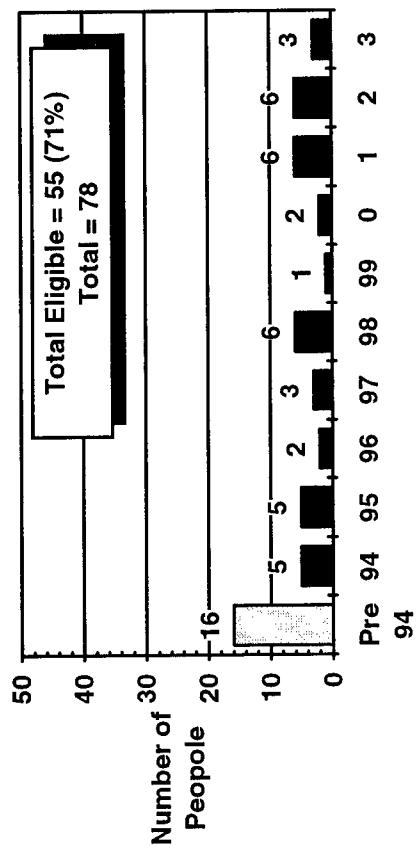


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

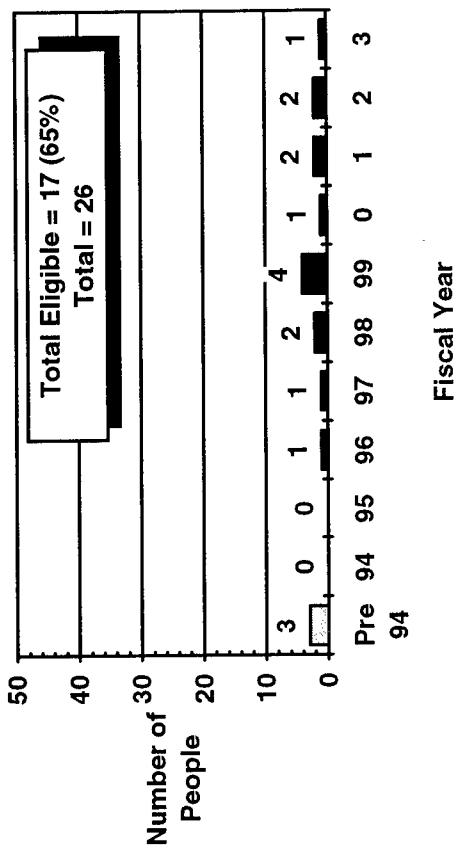
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION NEW ENGLAND REGION POPULATION

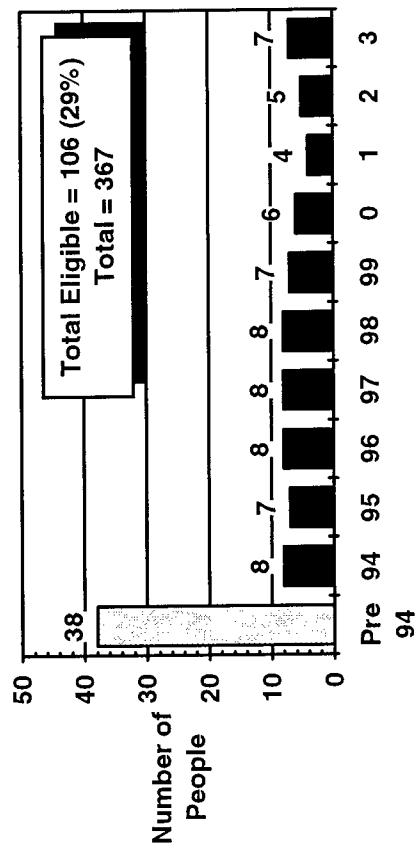
MANAGERIAL/SUPERVISORY



ADMINISTRATIVE



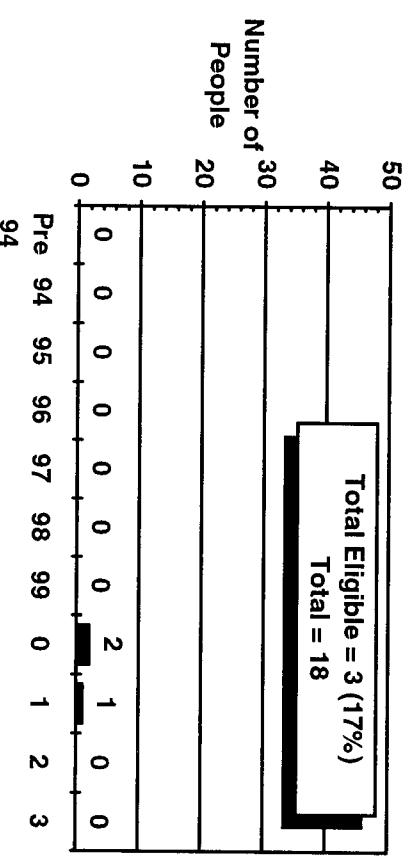
TECHNICAL/PROFESSIONAL



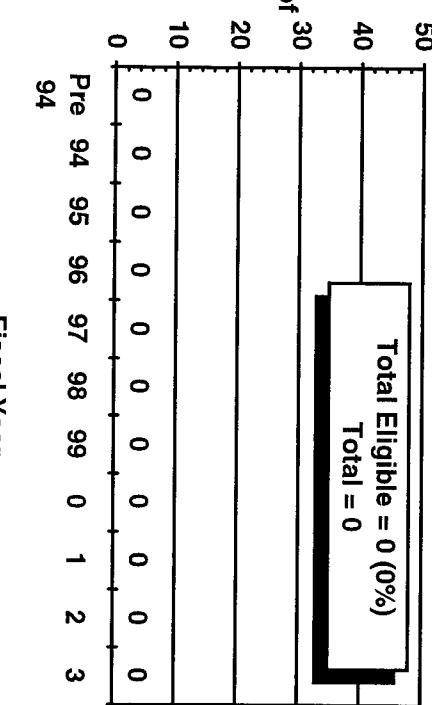
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION
NEW ENGLAND REGION POPULATION

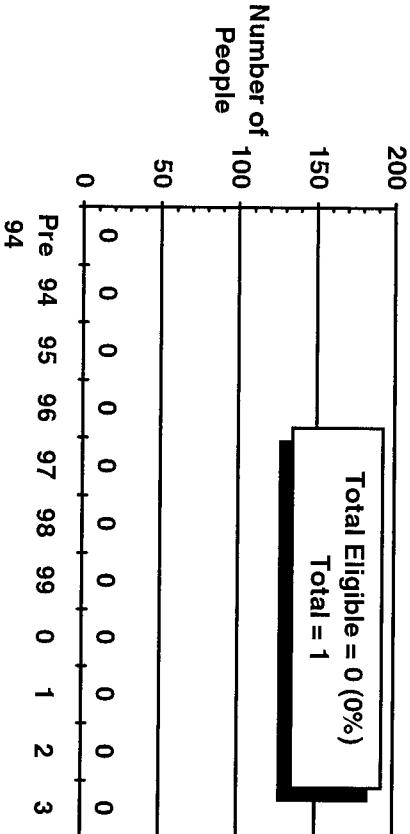
CLERICAL



OTHER



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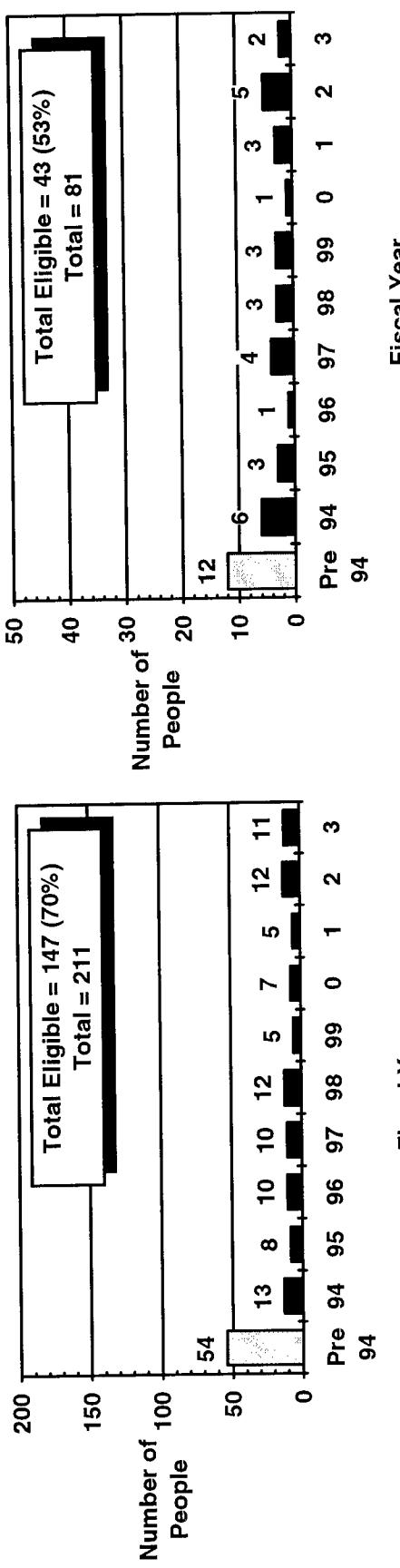


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

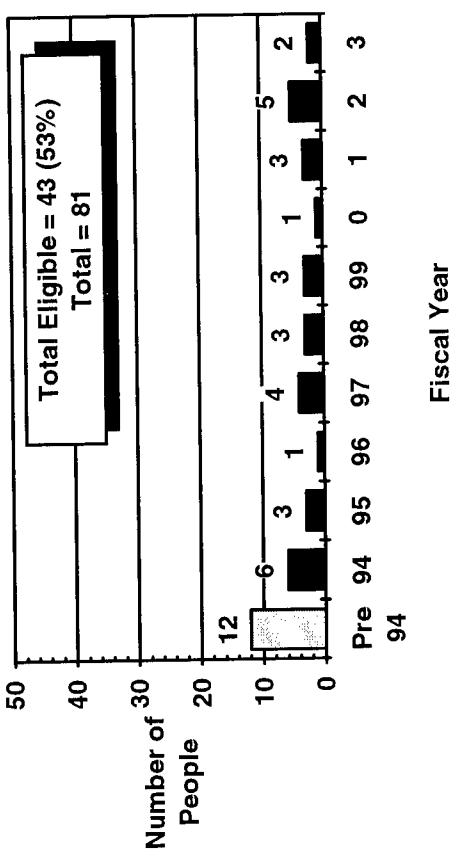
(AS OF SEPTEMBER 30, 1993)

**NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION
NORTHWEST MOUNTAIN POPULATION**

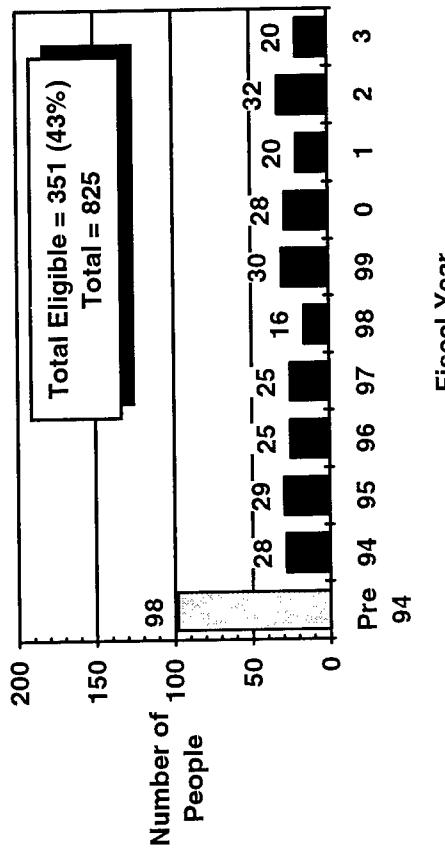
MANAGERIAL/SUPERVISORY



ADMINISTRATIVE



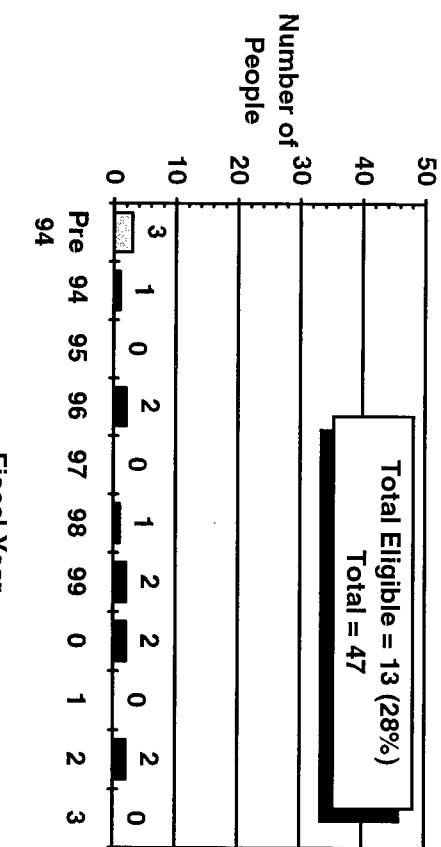
TECHNICAL/PROFESSIONAL



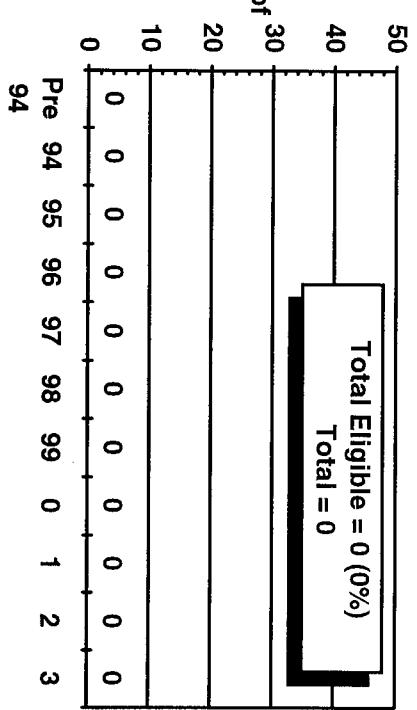
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION
NORTHWEST MOUNTAIN POPULATION

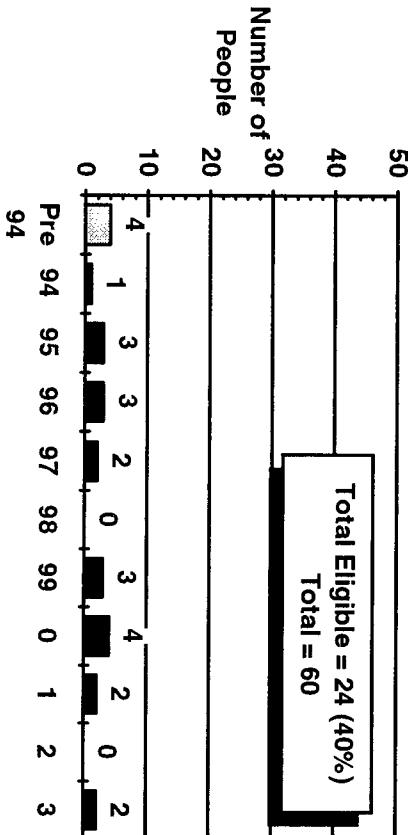
CLERICAL



OTHER



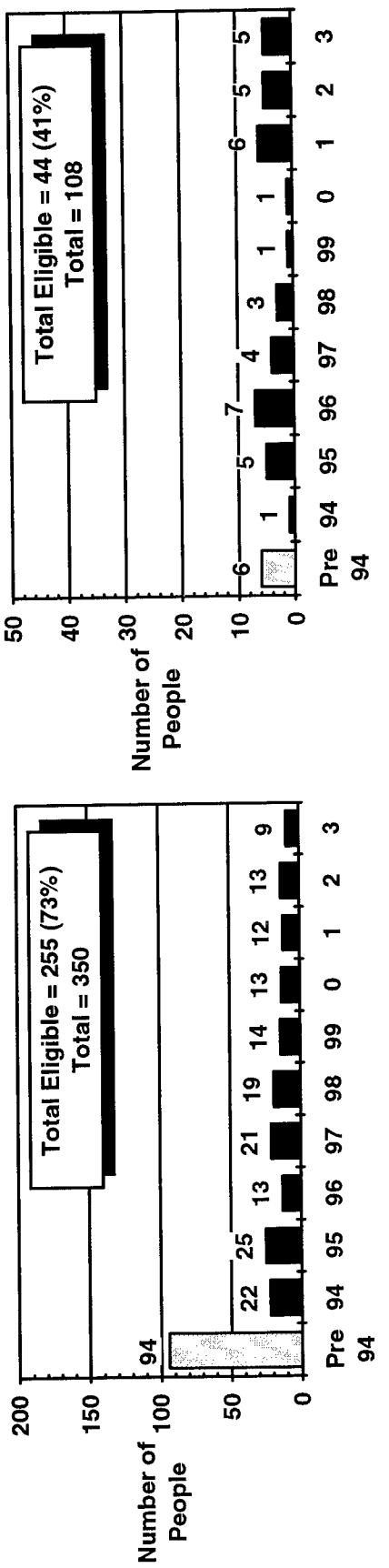
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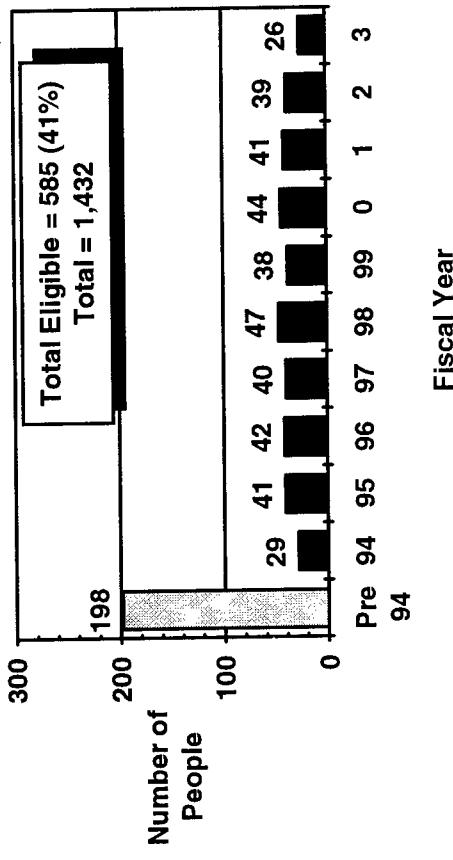
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION
SOUTHERN REGION POPULATION

MANAGERIAL/SUPERVISORY



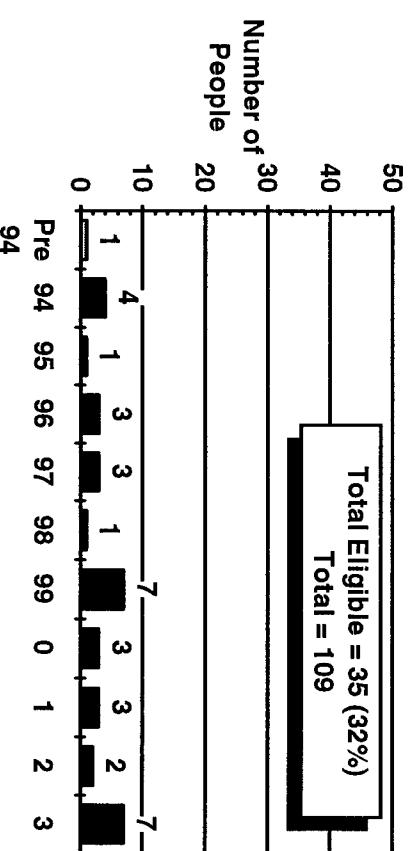
TECHNICAL/PROFESSIONAL



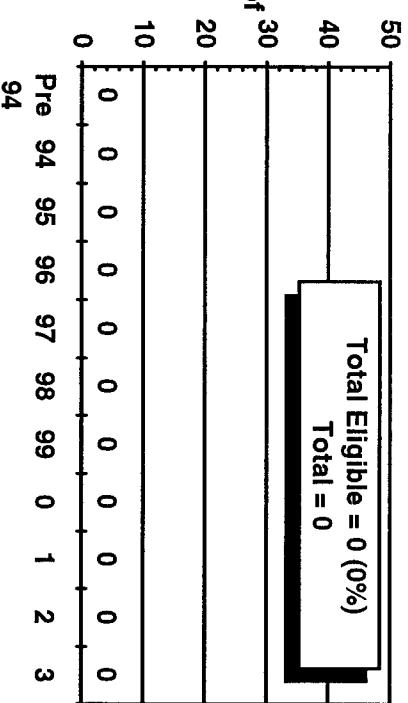
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION
SOUTHERN REGION POPULATION

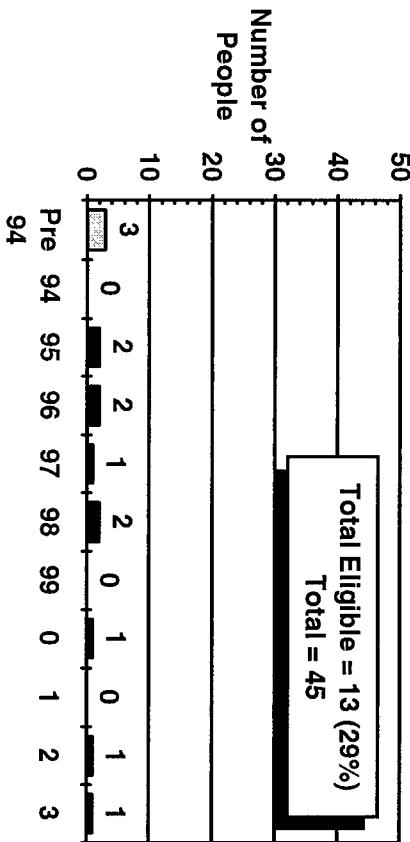
CLERICAL



OTHER



NO INFORMATION

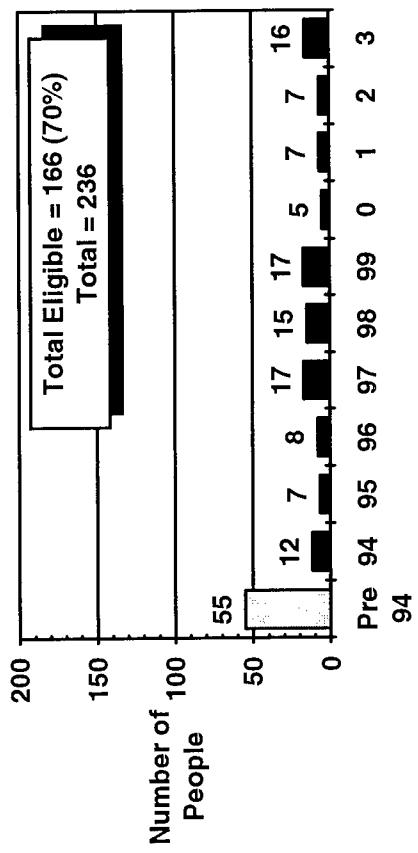


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

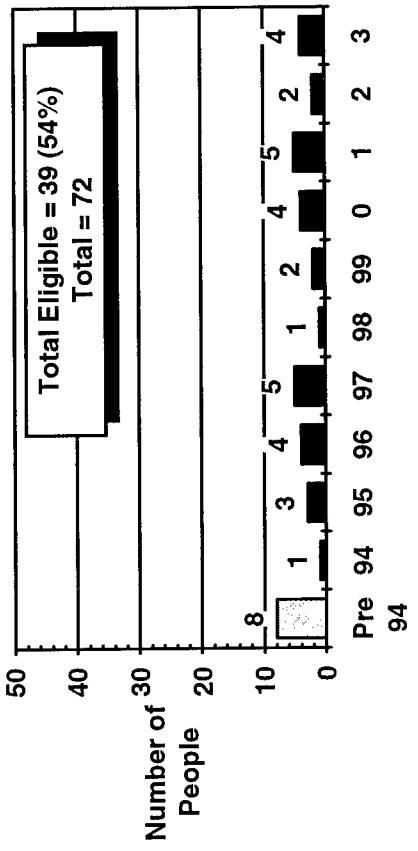
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION
SOUTHWEST REGION POPULATION

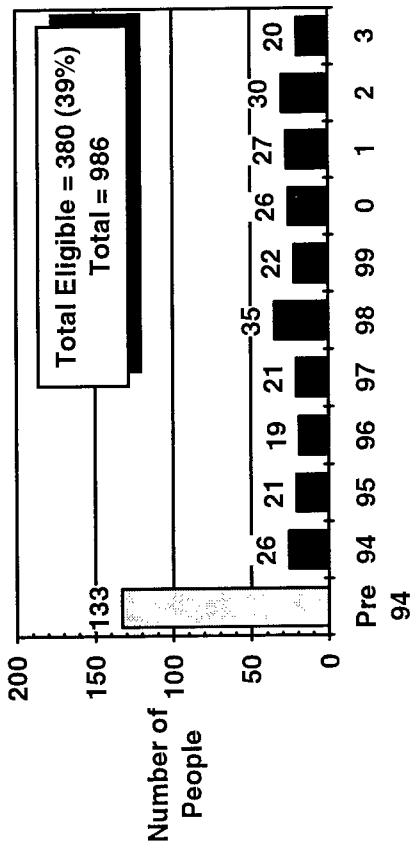
MANAGERIAL/SUPERVISORY



ADMINISTRATIVE



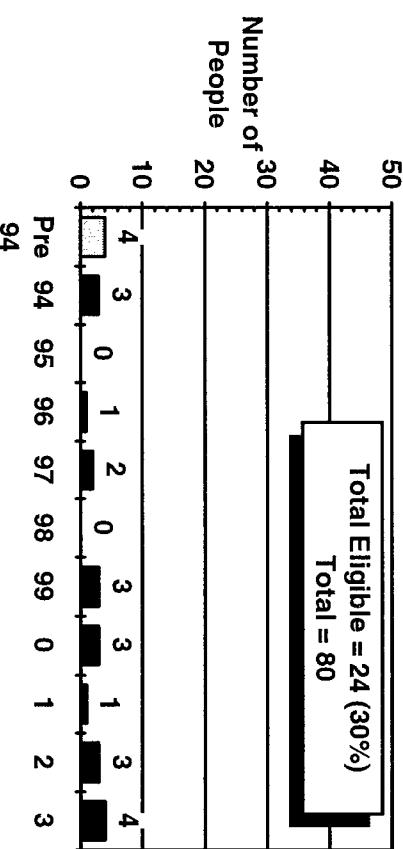
TECHNICAL/PROFESSIONAL



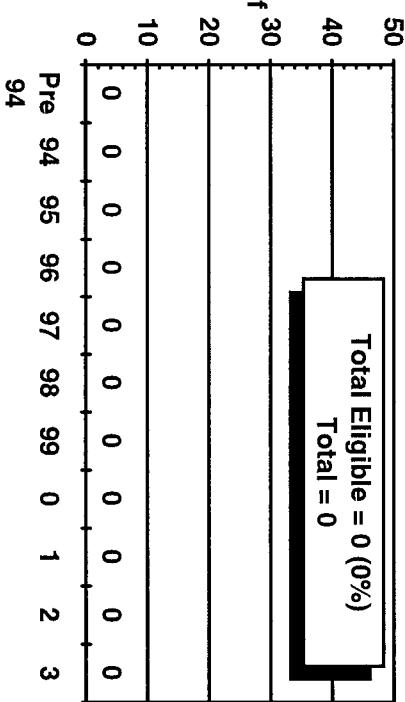
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION
SOUTHWEST REGION POPULATION

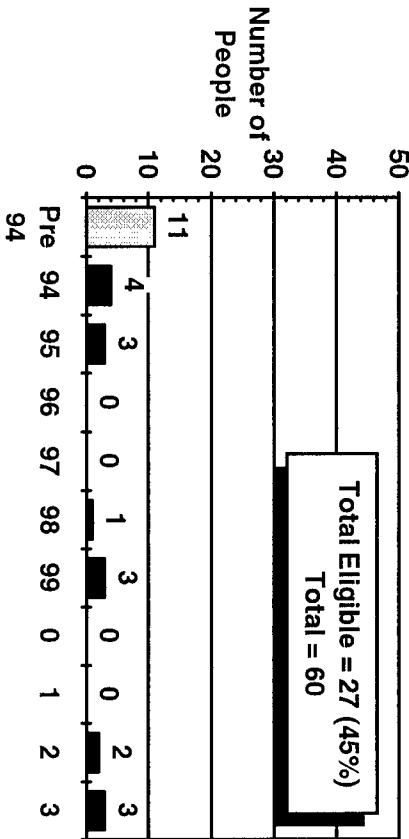
CLERICAL



OTHER



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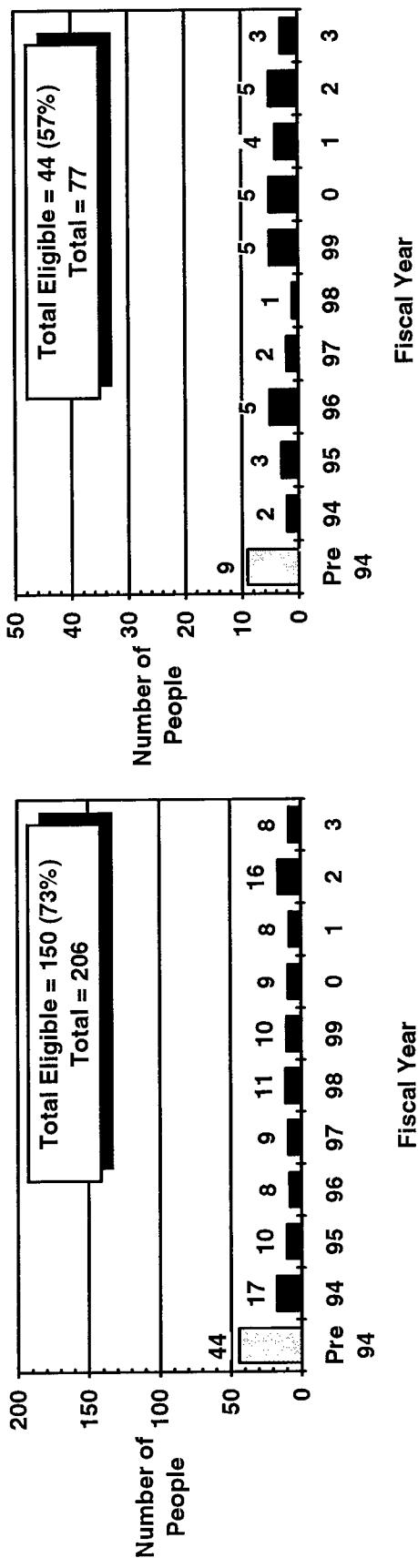


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

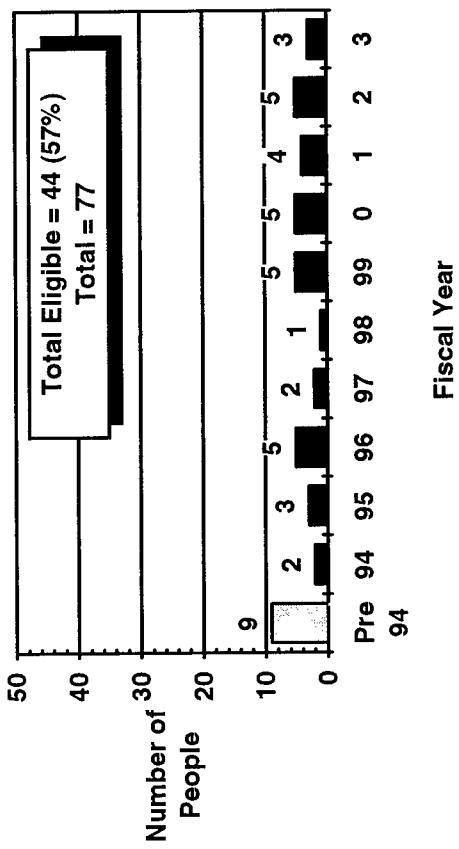
(AS OF SEPTEMBER 30, 1993)

**NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION
WESTERN PACIFIC POPULATION**

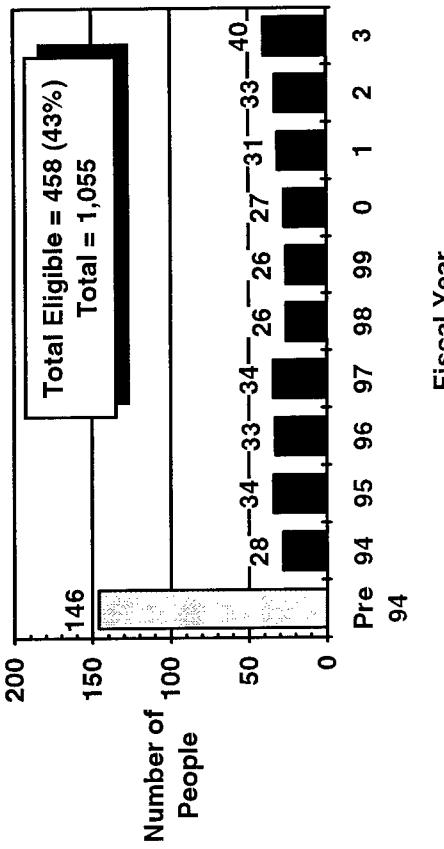
MANAGERIAL/SUPERVISORY



ADMINISTRATIVE



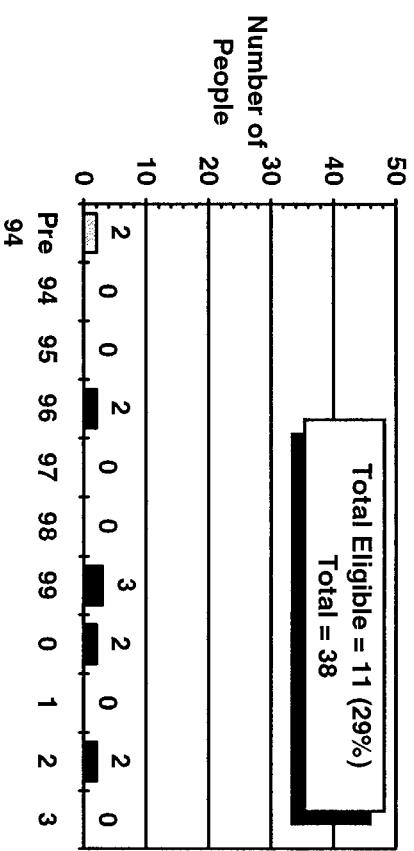
TECHNICAL/PROFESSIONAL



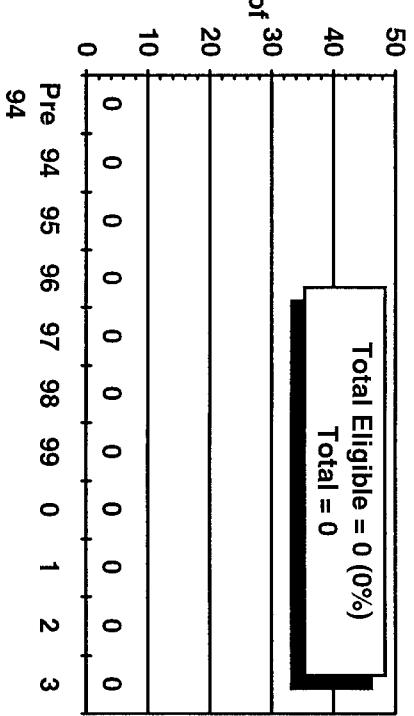
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION
WESTERN PACIFIC REGION POPULATION

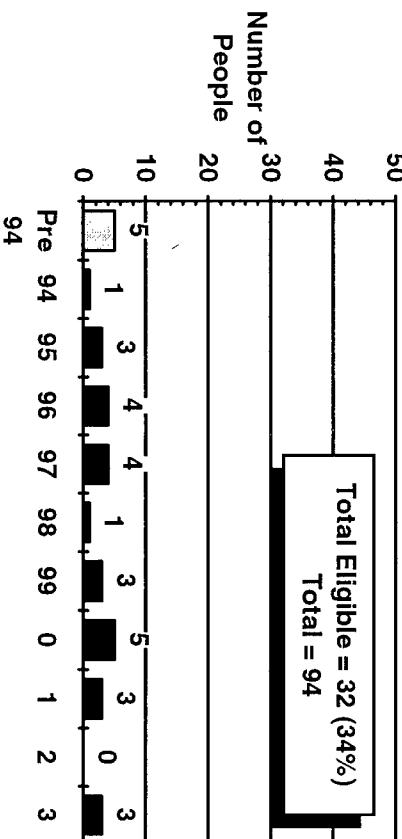
CLERICAL



OTHER



NO INFORMATION

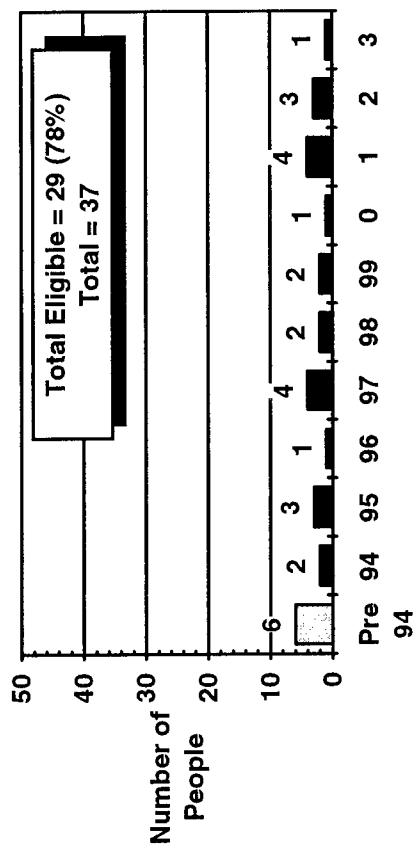


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

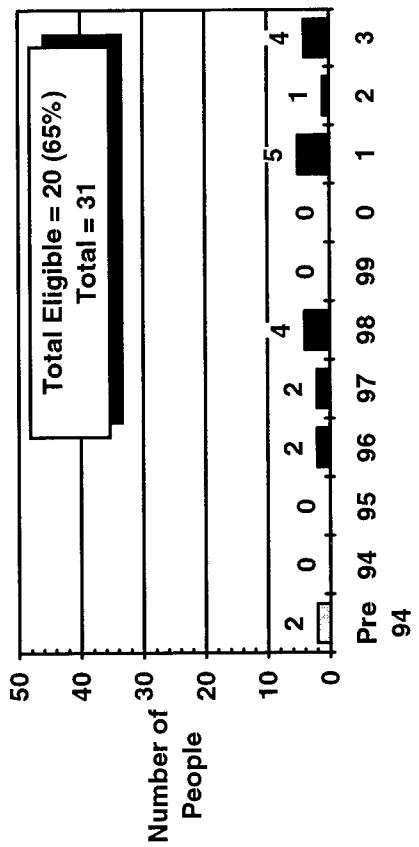
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION
NATIONAL FIELD SUPPORT GROUP (NFSG) POPULATION

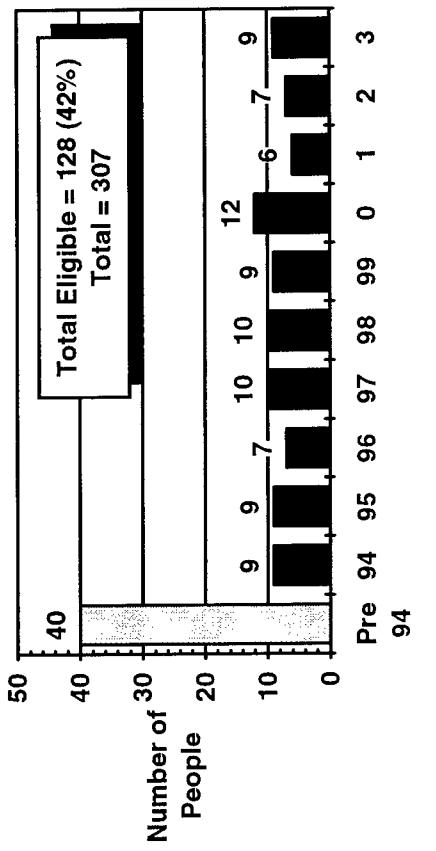
MANAGERIAL/SUPERVISORY



ADMINISTRATIVE



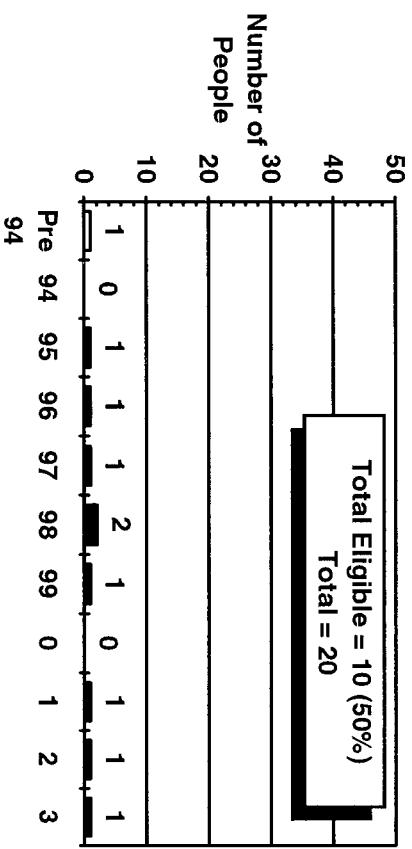
TECHNICAL/PROFESSIONAL



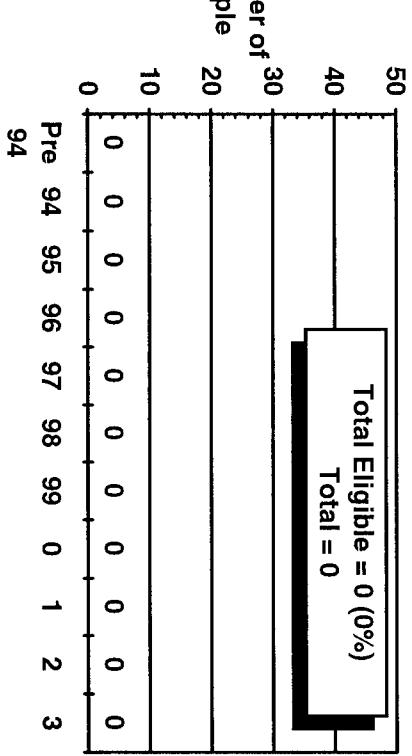
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY FUNCTION - TEN YEAR PROJECTION
NATION FIELD SUPPORT GROUP (NFGS) POPULATION

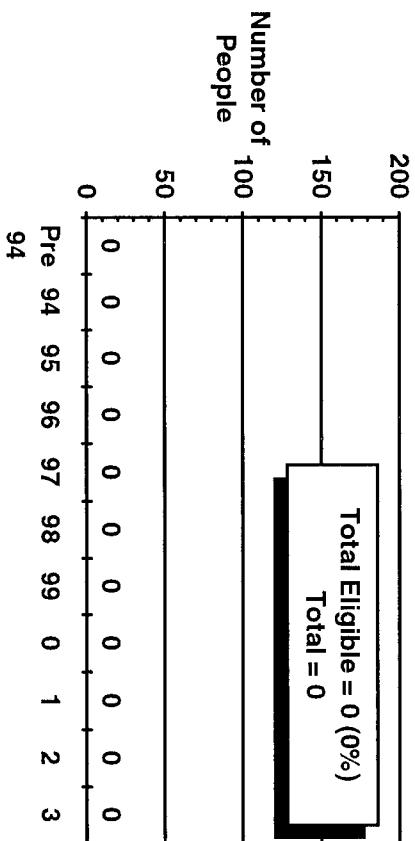
CLERICAL



OTHER



NO INFORMATION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

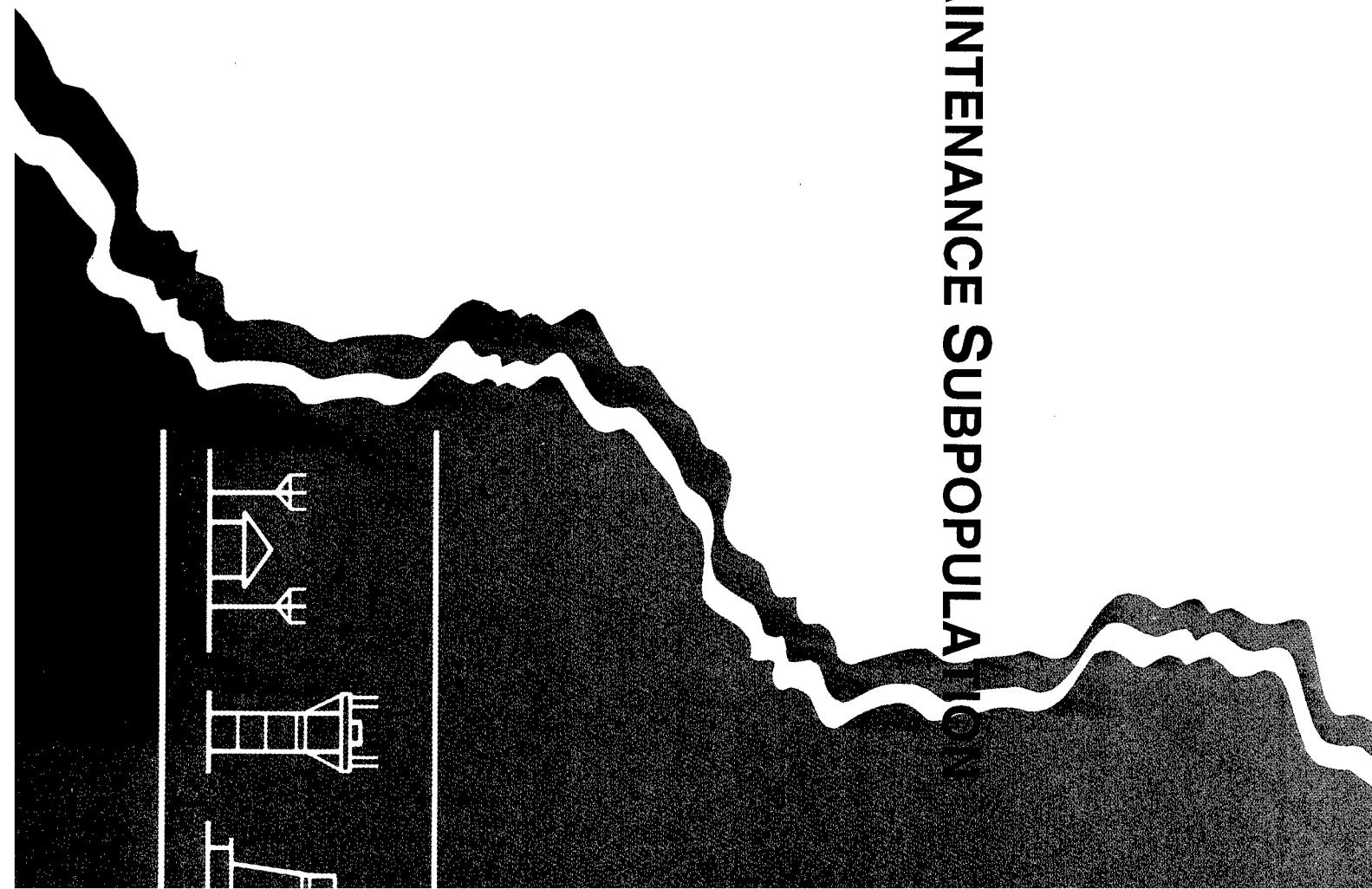
(AS OF SEPTEMBER 30, 1993)

**NEWLY RETIREMENT ELIGIBLE BY FUNCTION & FIELD SECTOR TYPES,
REGIONAL HEADQUARTERS, & NATIONAL FIELD SUPPORT GROUP (NFSG)
CUMULATIVE TEN YEAR PROJECTION (FY94-FY03)**

Function	ARTCC		GNASS		Regional Headquarters		NFSG		Total	
	#	%	#	%	#	%	#	%	#	%
Managerial/Supervisory	295	80%	801	66%	142	64%	29	78%	1,267	69%
Administrative	52	46%	176	51%	68	49%	20	65%	316	51%
Technical/Professional	657	45%	2,156	37%	107	42%	128	42%	3,048	39%
Clerical	14	25%	80	29%	34	34%	10	50%	138	31%
No Information	15	33%	147	38%	0	0%	0	0%	162	37%
Total	1,033	51%	3,360	42%	351	49%	187	47%	4,931	44%

Percentages based on population for each function (e.g., Clerical) in ARTCCs, GNASS, Regional Headquarters, & NFSG

5.0 THE FIELD MAINTENANCE SUBPOPULATION

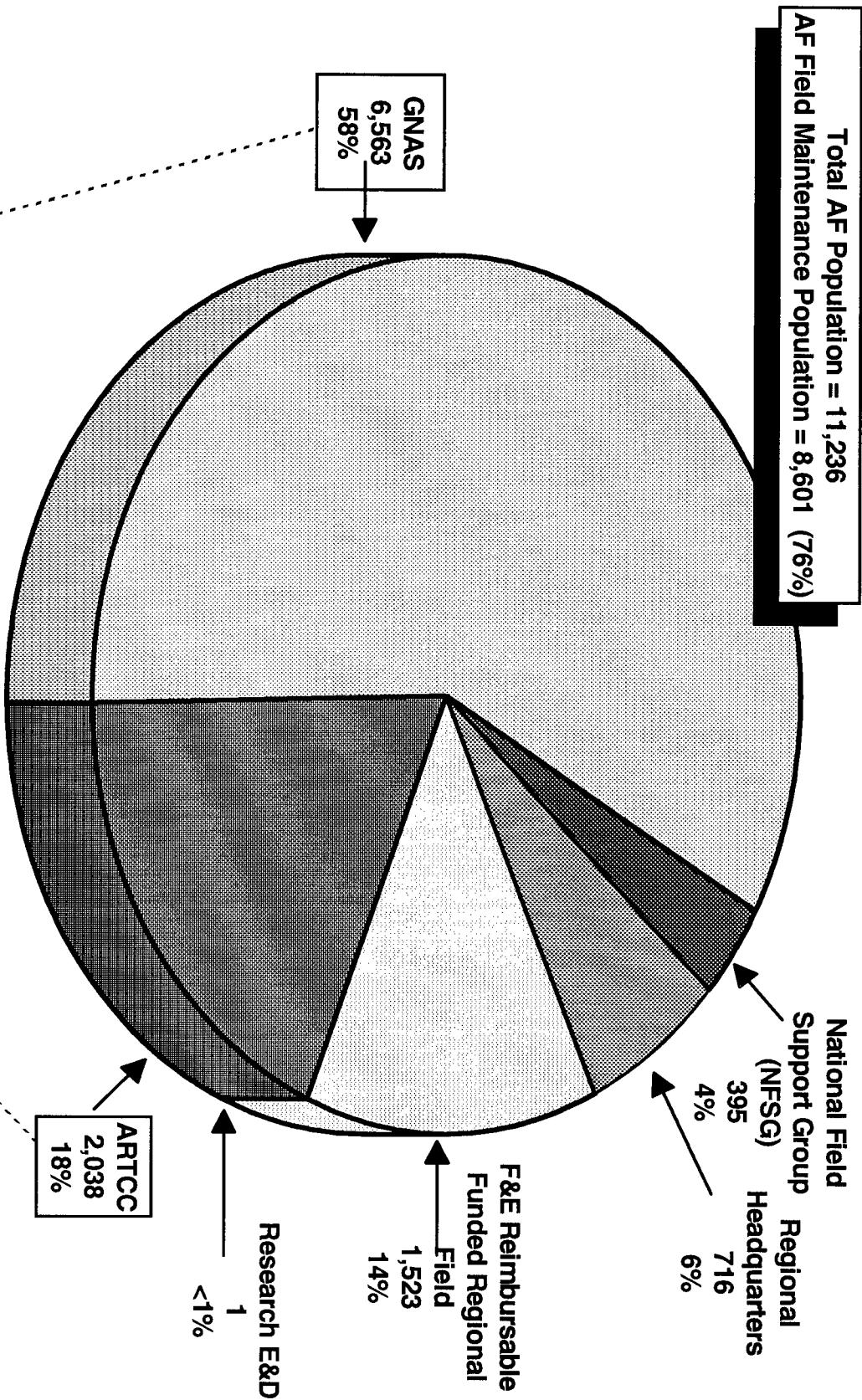


5.1 POPULATION

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

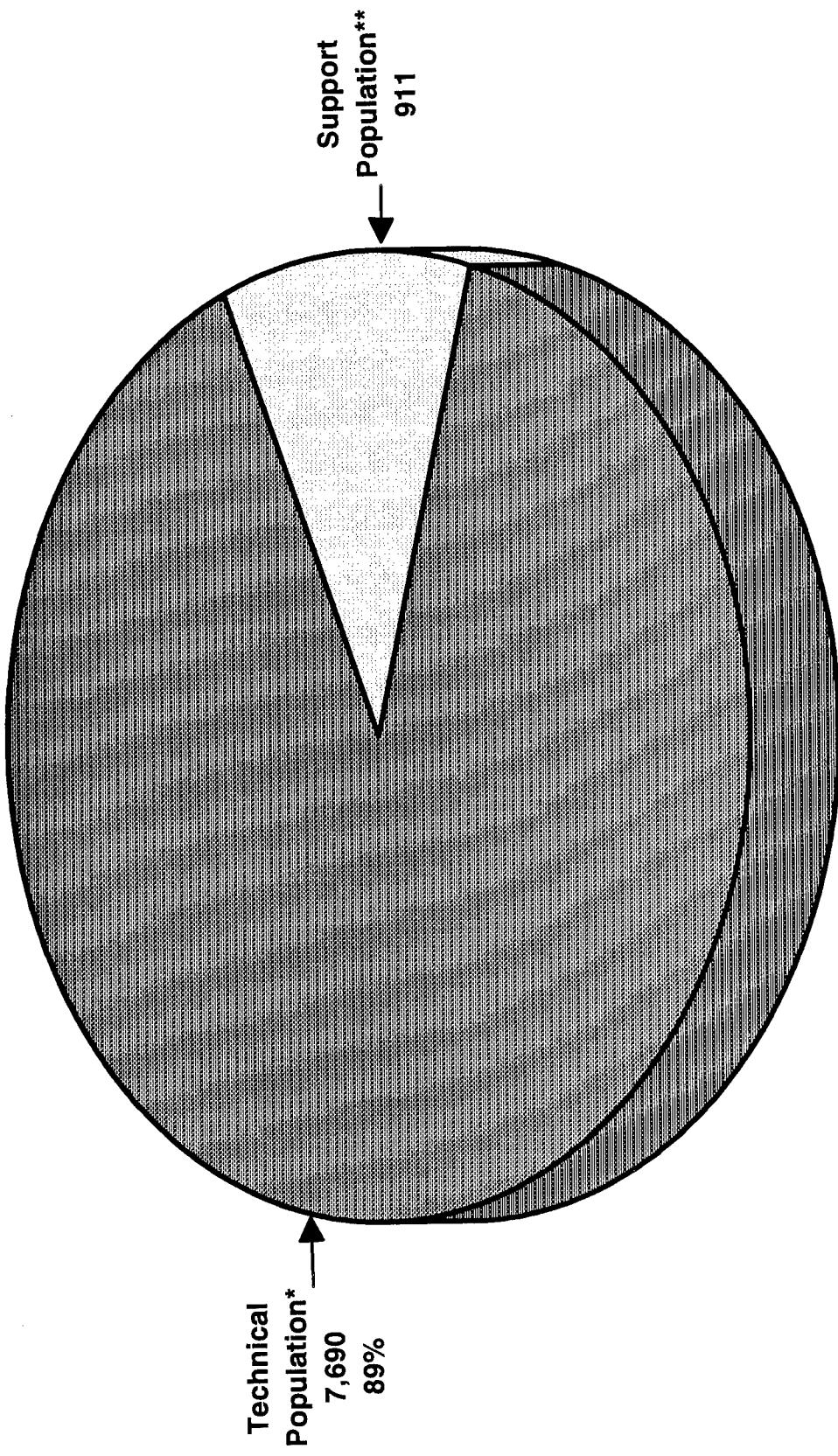
FIELD MAINTENANCE POPULATION*

RELATIVE TO TOTAL AIRWAY FACILITIES (AF) WORK FORCE



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

DISTRIBUTION OF TOTAL FIELD MAINTENANCE POPULATION - 8,601



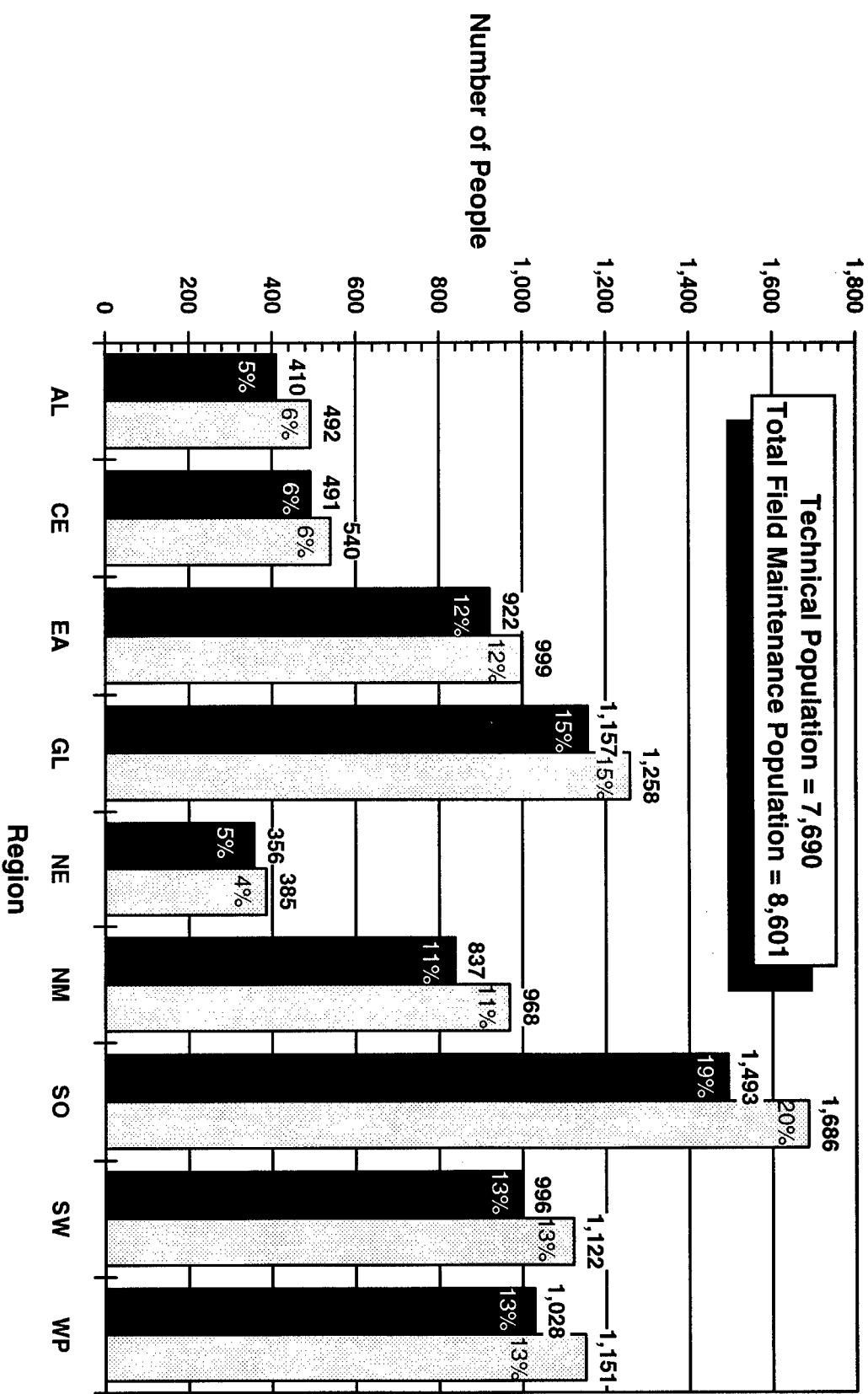
* Includes Engineering, Technical, Computer, & Management Personnel

** Includes Logistics Support, Clerical/Administrative, and Skilled Labor Personnel

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

TECHNICAL & TOTAL FIELD MAINTENANCE POPULATIONS

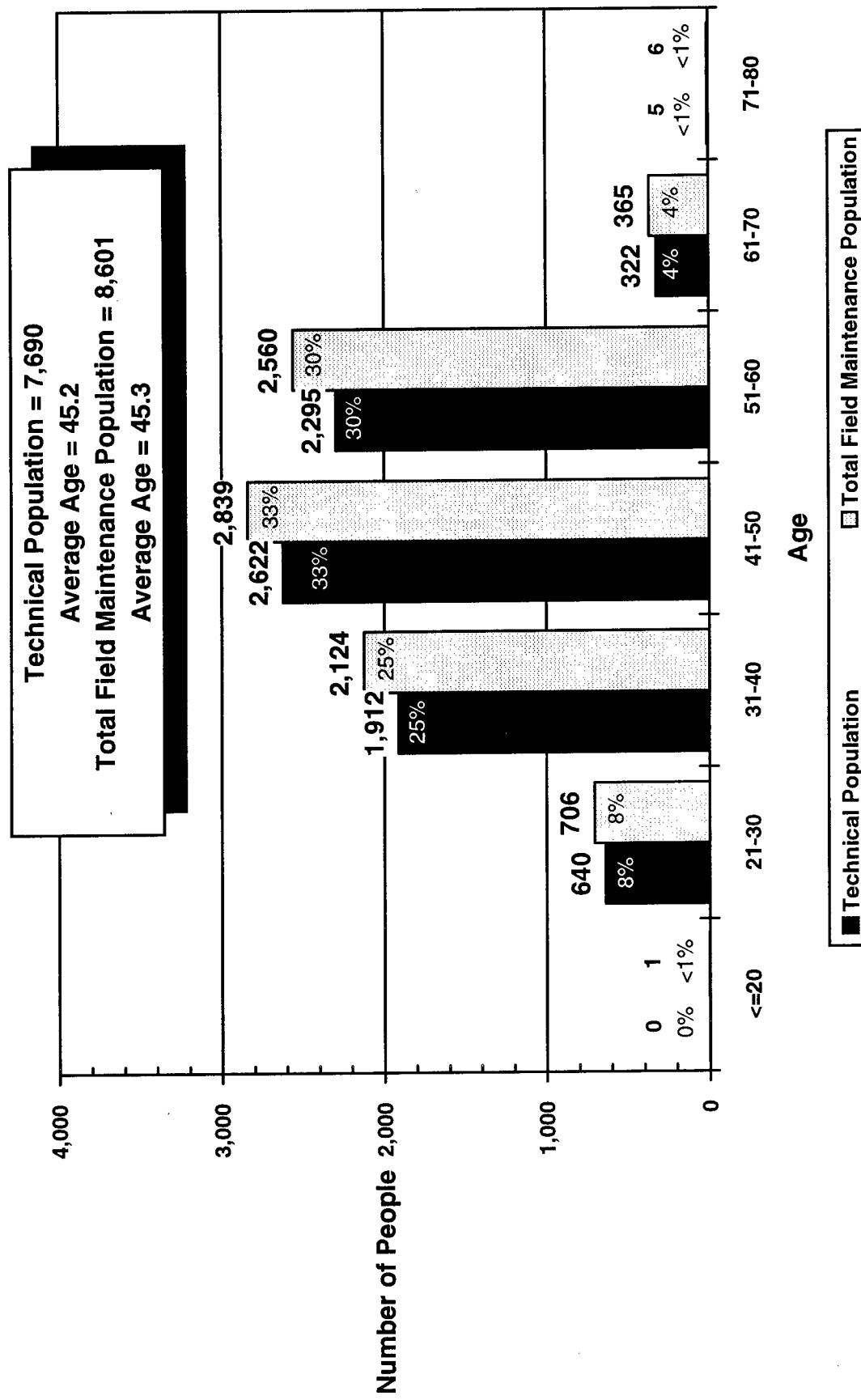
DISTRIBUTION OF POPULATION BY REGION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

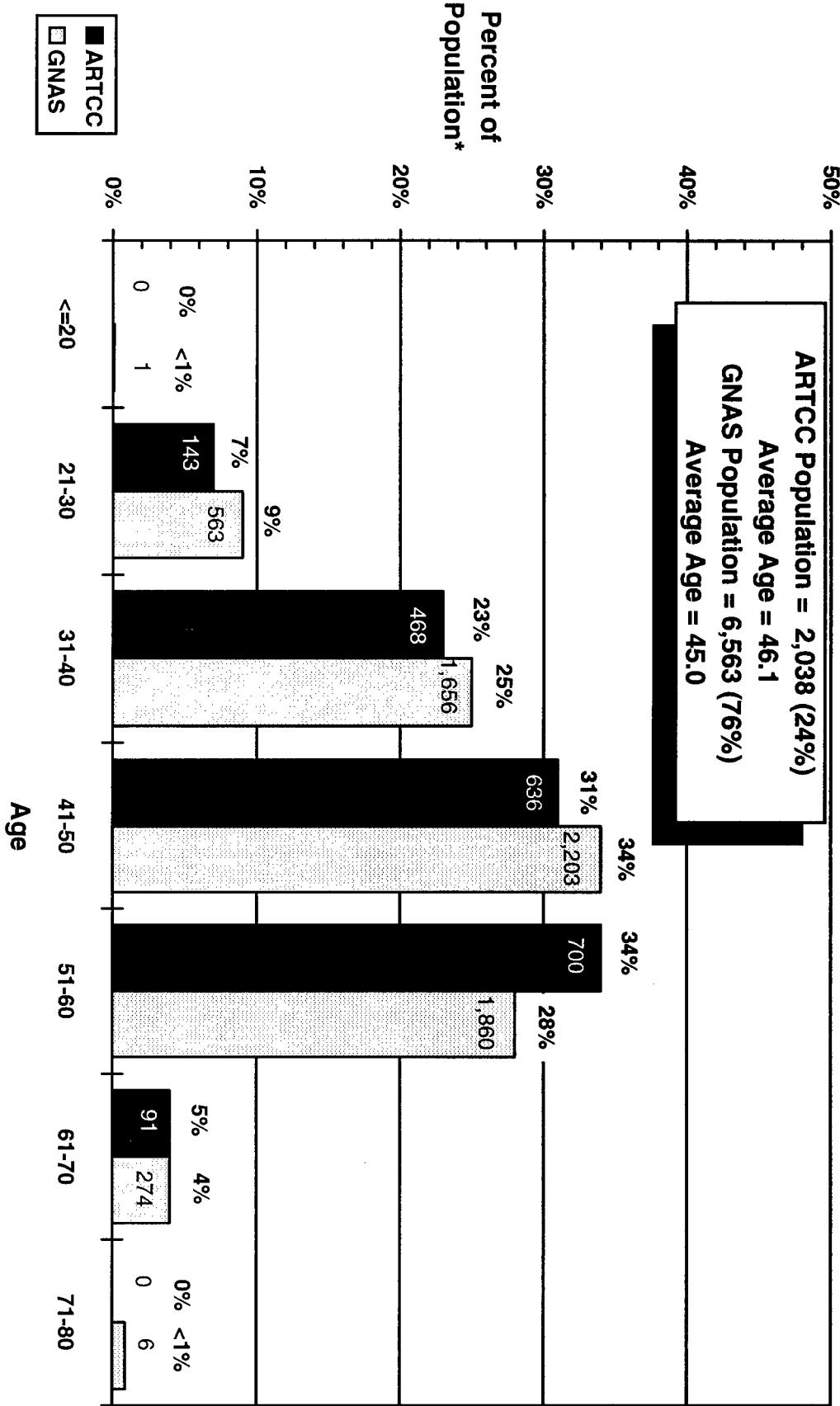
(AS OF SEPTEMBER 30, 1993)

**TECHNICAL & TOTAL FIELD MAINTENANCE POPULATIONS
AGE DISTRIBUTION**



*Percentages Based upon Technical or Total Field Maintenance Populations as Applicable

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)
TOTAL FIELD MAINTENANCE POPULATION - 8,601
AGE DISTRIBUTION AT ARTCC & GNAS SECTORS

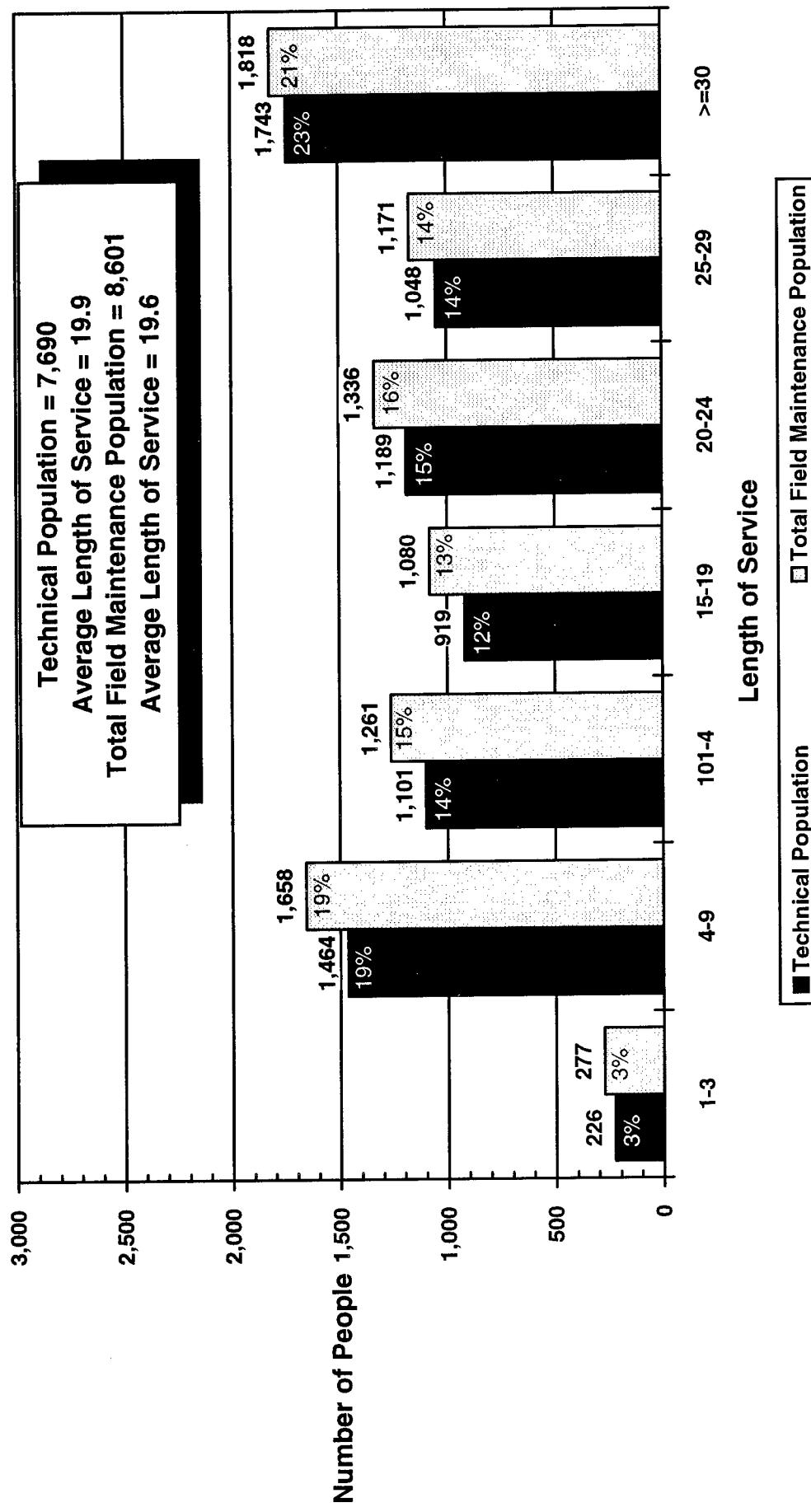


*Percentages Based upon Total ARTCC or GNAS Population as Applicable
 Figures at the Bottom of the Bars Represent Number of People

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

**TECHNICAL & TOTAL FIELD MAINTENANCE POPULATIONS
LENGTH OF SERVICE DISTRIBUTION**

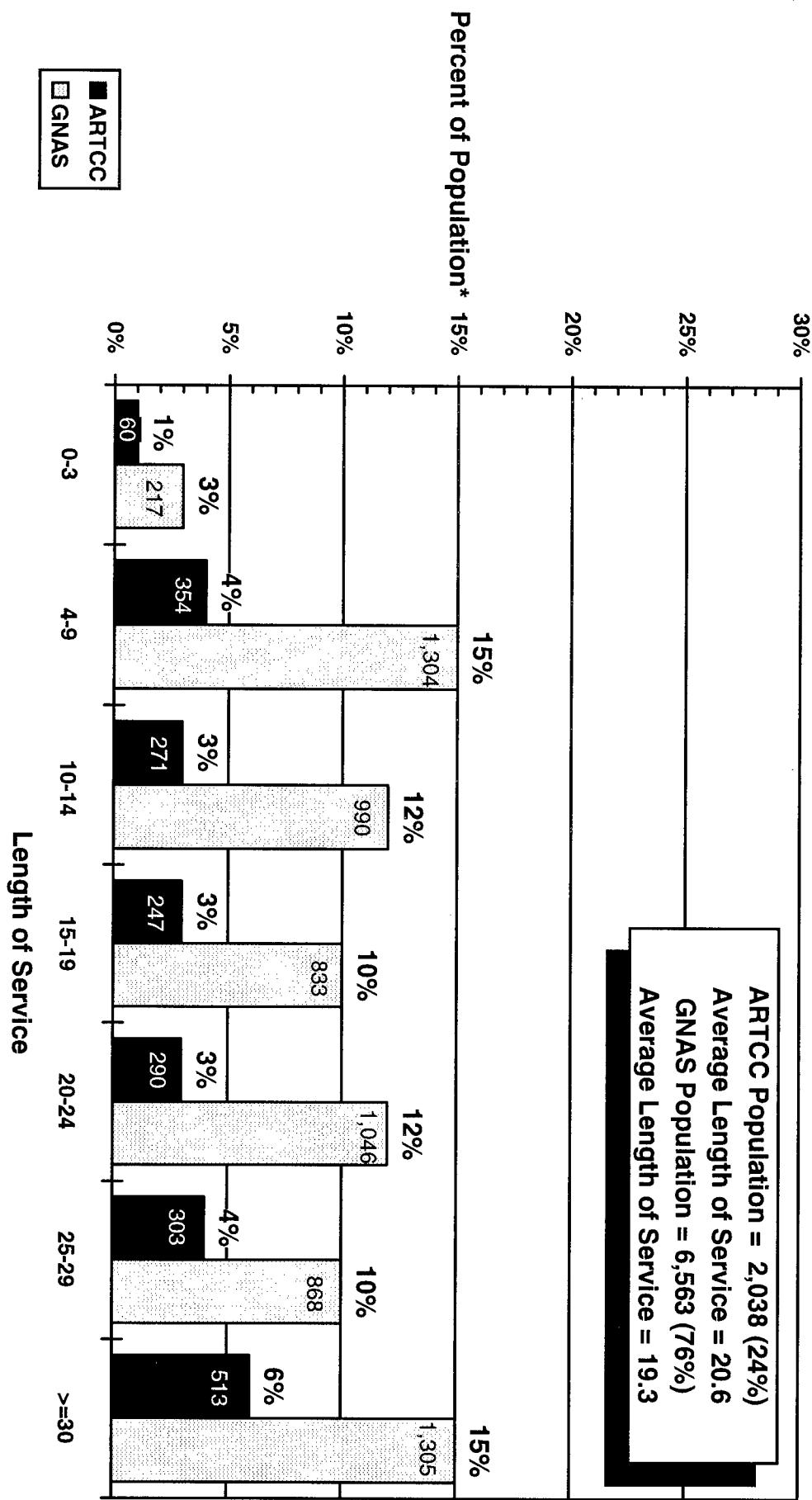


*Percentages Based upon Technical or Total Field Maintenance Population as Applicable

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (As of September 30, 1993)

TOTAL FIELD MAINTENANCE POPULATION - 8,601

LENGTH OF SERVICE DISTRIBUTION AT ARTCC & GNAS SECTORS



*Percentages Based upon Total ARTCC or GNAS Population as Applicable
 Figures Within Each Bar Represent the Number of People

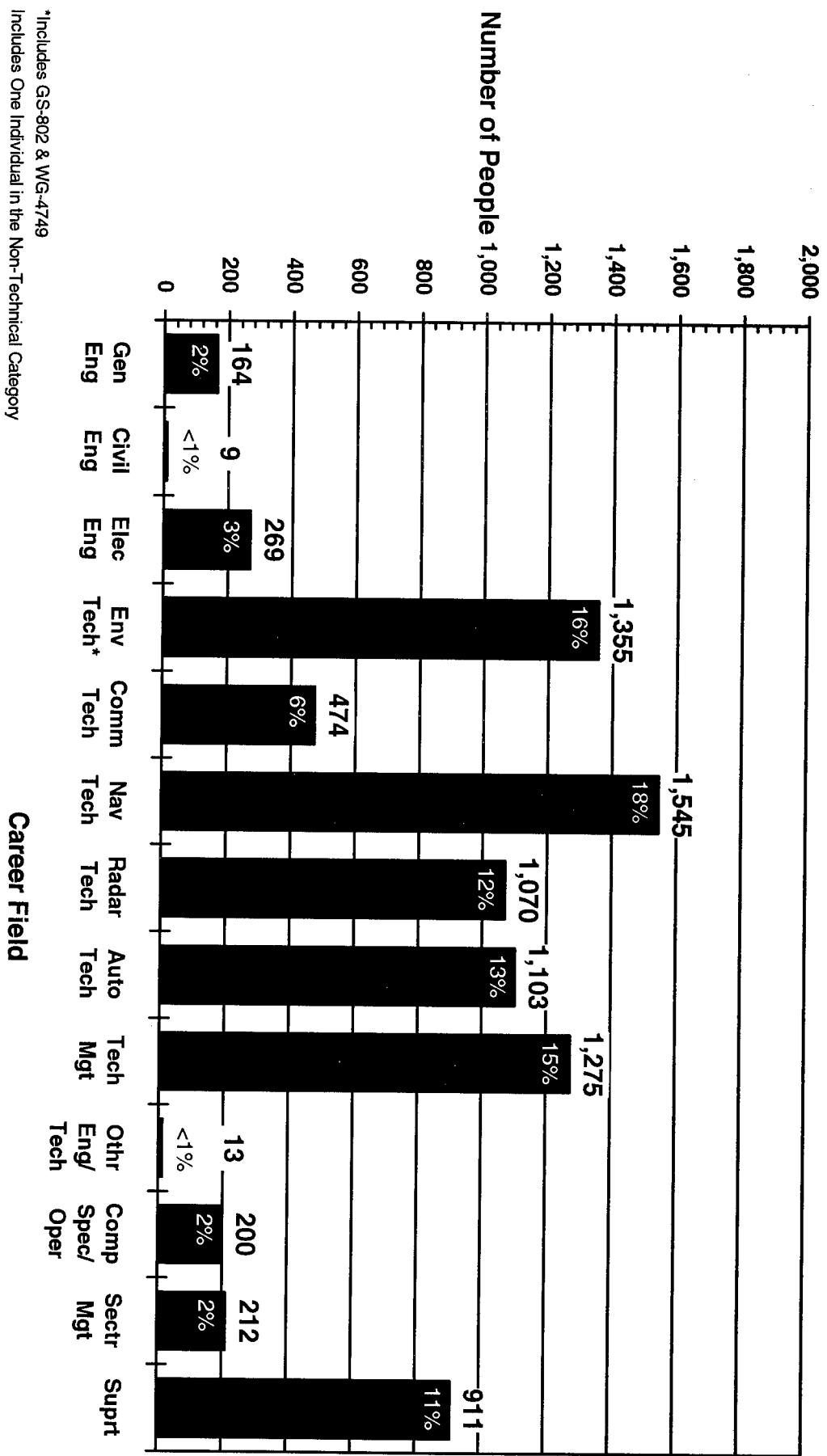


5.2 CAREER FIELDS

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

TOTAL FIELD MAINTENANCE POPULATION - 8,601

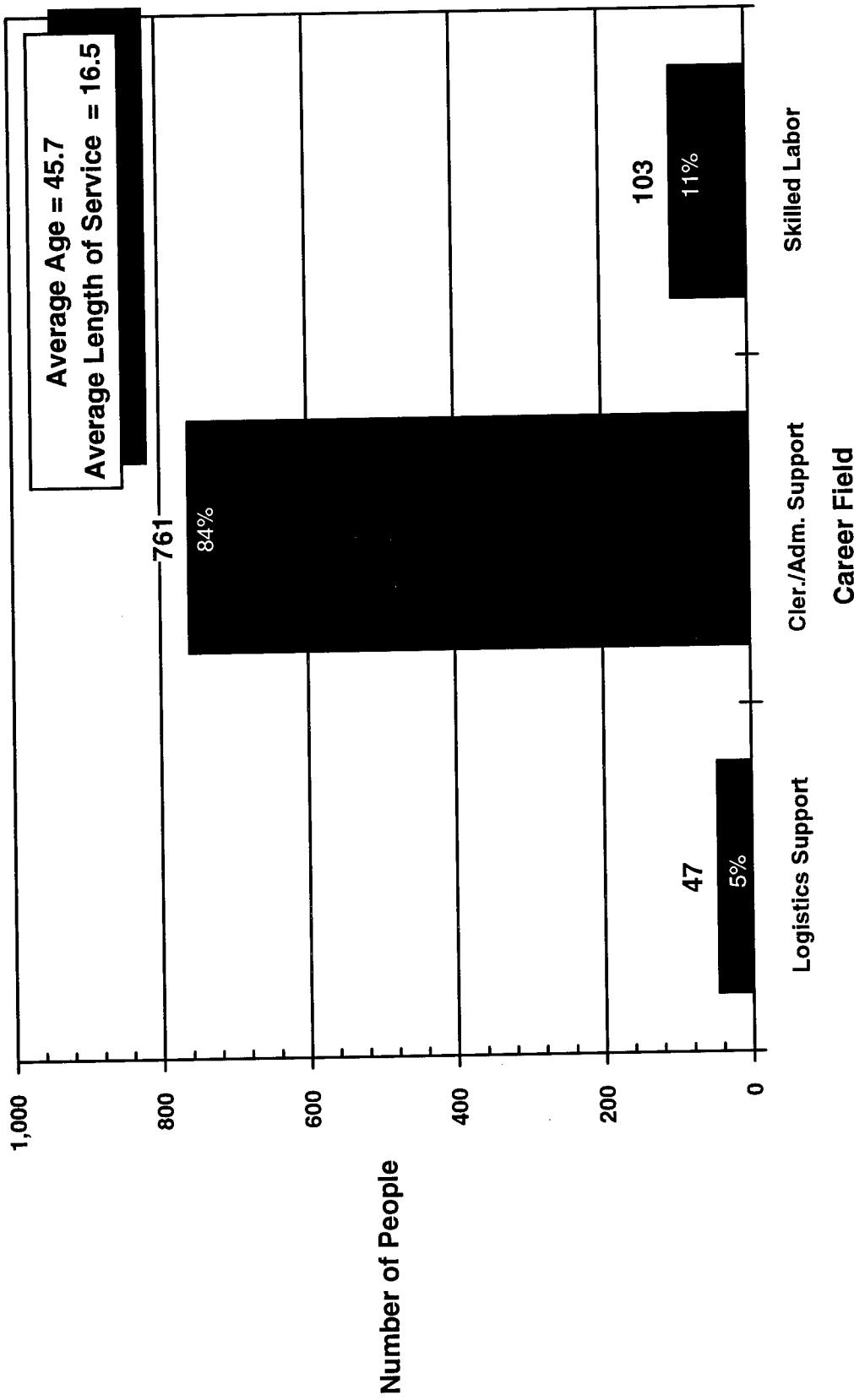
CAREER FIELD DISTRIBUTION



*Includes GS-802 & WG-4749

Includes One Individual in the Non-Technical Category

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)
FIELD MAINTENANCE SUPPORT POPULATION - 911
CAREER FIELD DISTRIBUTION



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AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

CAREER FIELD DISTRIBUTION BY REGION
TOTAL FIELD MAINTENANCE POPULATION - 8,601

Career Field	#	%	Alaskan	Central	Eastern	Great Lakes	New England	
	#	%	#	%	#	%	#	%
Technical Population								
General Engineer	11	2%	16	3%	17	2%	23	2%
Civil Engineer	2	<1%	0	0%	3	<1%	2	<1%
Electronics Tech	11	2%	6	1%	9	1%	45	4%
Environmental Tech*	109	22%	87	16%	128	13%	196	16%
Communication Tech	2	<1%	64	12%	55	6%	91	7%
Navaids Tech	119	24%	102	19%	201	20%	218	17%
Radar Tech	66	13%	24	4%	103	10%	251	20%
Automation Tech	32	7%	91	17%	132	13%	61	5%
Technical Management	40	8%	76	14%	240	24%	198	16%
Other Eng/Tech	3	1%	3*	<1%	0	0%	2	<1%
Computer Spec/Opr	5	1%	9	2%	16	2%	29	2%
Sector Management	10	2%	13	2%	18	2%	41	3%
Subtotal	410	83%	491	91%	922	92%	1,157	92%
Support Population								
Logistics Support	13	3%	3	1%	6	1%	9	1%
Clerical/Adm Support	47	10%	46	9%	68	7%	92	7%
Skilled Labor	22	4%	0	0%	3	0%	0	0%
Subtotal	82	17%	49	9%	77	8%	101	8%
Total	492	100%	540	100%	999	100%	1,258	100%

*Includes GS-802 & WG-4749

(continued)

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

CAREER FIELD DISTRIBUTION BY REGION
TOTAL FIELD MAINTENANCE POPULATION - 8,601

Career Field	Northwest Mountain		Southern		Southwest		Western Pacific		Total	
	#	%	#	%	#	%	#	%	#	%
Technical Population										
General Engineer	10	1%	29	2%	30	3%	23	2%	164	2%
Civil Engineer	0	0%	1	<1%	0	0%	0	0%	9	<1%
Electronics Tech*	34	4%	37	2%	77	7%	37	3%	269	3%
Environmental Tech*	151	16%	228	14%	174	16%	218	19%	1,355	16%
Communication Tech	21	2%	72	4%	73	7%	66	6%	474	6%
Navaids Tech	173	18%	272	16%	167	15%	215	19%	1,545	18%
Radar Tech	196	2%	91	5%	152	14%	165	14%	1,070	12%
Automation Tech	136	14%	307	18%	128	11%	132	11%	1,103	13%
Technical Management	60	6%	367	22%	147	13%	105	9%	1,275	15%
Other Eng/Tech	1	<1%	2	<1%	1	<1%	2	<1%	13	<1%
Computer Spec/Opr	35	4%	52	3%	22	2%	25	2%	200	2%
Sector Management	20	2%	35	2%	25	2%	40	3%	212	2%
Subtotal	837	86%	1,493	89%	996	89%	1,028	89%	7,690	89%
Support Population										
Logistics Support	3	<1%	0	0%	7	1%	6	1%	47	1%
Clerical/Admin Support	100	10%	175	10%	112	10%	92	8%	761	9%
Skilled Labor	28	3%	18	1%	7	1%	25	2%	103	1%
Subtotal	131	14%	193	11%	126	11%	123	11%	911	11%
Total	968	100%	1,686	100%	1,122	100%	1,151	100%	8,601	100%

*Includes GS-802 & WG-4749

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

CAREER FIELD DISTRIBUTION AT ARTCC & GNAS SECTORS
TOTAL FIELD MAINTENANCE POPULATION - 8,601

Career Field	ARTCC		GNAS		Sector		#	%
	#	%	#	%	Total			
Technical Population								
General Engineer	48	2%	116	2%	164	2%		
Civil Engineer	0	0%	9	<1%	9	<1%		
Electronics Tech*	91	4%	178	3%	269	3%		
Environmental Tech*	280	14%	1,075	16%	1,355	16%		
Communication Tech	248	12%	226	3%	474	6%		
Navairds Tech	9	<1%	1,536	23%	1,545	18%		
Radar Tech	101	5%	969	15%	1,070	12%		
Automation Tech	384	19%	719	11%	1,103	13%		
Technical Management	401	20%	874	13%	1,275	15%		
Other Eng/Tech	1	<1%	13**	<1%	13	<1%		
Computer Spec/Opr	182	9%	18	<1%	201	2%		
Sector Management	68	3%	144	2%	212	2%		
Subtotal	1,813	89%	5,877	90%	7,690	89%		
Support Population								
Logistics Support	7	<1%	40	1%	47	1%		
Clerical/Adm Support	187	9%	574	9%	761	9%		
Skilled Labor	31	2%	72	1%	103	1%		
Subtotal	225	11%	686	10%	911	11%		
Total	2,038	100%	1	100%	8,601	100%		

*Includes GS-802 & WG-4749

Percentages based on ARTCC or GNAS Field Maintenance Population as applicable

** Includes one individual in the Non-Technical category

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

AVERAGE AGE & AVERAGE LENGTH OF SERVICE BY CAREER FIELD
TOTAL FIELD MAINTENANCE POPULATION - 8,601

Career Field	Population	Average Age	Average Length of Service
Technical Population			
General Engineer	164	42.2	17.8
Civil Engineer	9	37.1	11.1
Electronics Tech*	269	41.4	16.5
Environmental Tech*	1,355	45	17.1
Communication Tech	474	41.8	15.9
Navairds Tech	1,545	43.6	18.2
Radar Tech	1,070	45.0	20.0
Automation Tech	1,103	45.1	20.3
Technical Management	1,275	48.9	25.8
Other Eng/Tech	13	44.8	12.5
Computer Spec/Op	200	46.1	19.6
Non-Tech	1	52.5	11.0
Sector Management	212	51.8	29.2
Subtotal	7,690	45.2	19.9
Logistics Support	47	45.5	16.3
Clerical/Admin Support	761	45.2	16.6
Skilled Labor	103	49.7	16.6
Subtotal	911	45.7	16.6
Total	8,601	45.3	19.6

*Includes GS-802 & WG-4749

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

**AVERAGE AGE & AVERAGE LENGTH OF SERVICE
 BY CAREER FIELD & BY SECTOR TYPE
 TOTAL FIELD MAINTENANCE POPULATION - 8,601**

Career Field	Population	Average Age	Average Length of Service	Sector		GNAS	Average Length of Service
				ARTCC	GNAS		
Technical Population							
General Engineer	48	42.4	19	116	42.1	17.3	
Civil Engineer	0	0	0	9	37.1	11.1	
Electronics Tech*	91	42.8	18.5	178	40.7	15.5	
Environmental Tech*	280	46.7	19	1,075	44.6	16.6	
Communication Tech	248	43	16.4	226	40.5	15.4	
Navairds Tech	9	38	14.8	1,536	43.6	18.3	
Radar Tech	101	45.4	19.3	969	44.9	20.1	
Automation Tech	384	45	20.1	719	45.2	20.4	
Technical Management	401	49.5	26.7	874	48.7	25.4	
Other Eng/Tech	1	40.3	14.1	13**	45.2	12.4	
Computer Spec/Opn	182	46.2	19.5	18	44.1	20.3	
Sector Management	68	52.1	29.9	144	51.6	28.9	
Subtotal	1,813	46.2	21	5,877	44.9	19.6	
Support Population							
Logistics Support	7	45.8	14.1	40	45.4	16.7	
Clerical/Adm Support	187	44.8	18	574	45.3	16.1	
Skilled Labor	31	47.6	15.1	72	50.6	17.2	
Subtotal	225	45.2	17.4	686	45.9	16.3	
Total	2,038	46.1	20.6	6,563	45	19.3	

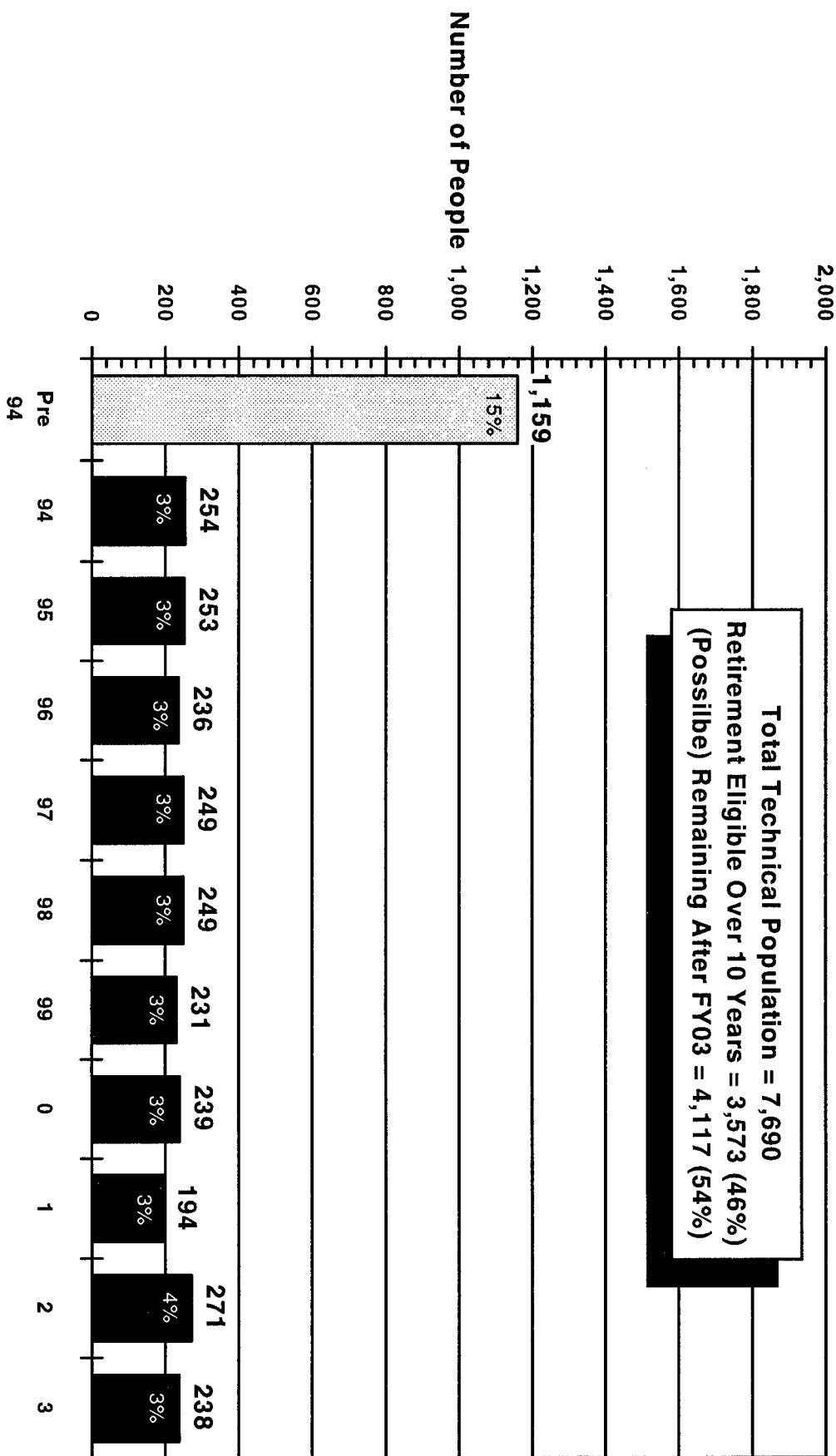
*Includes GS-802 & WG-4719

**Includes one individual in the Non-Technical category

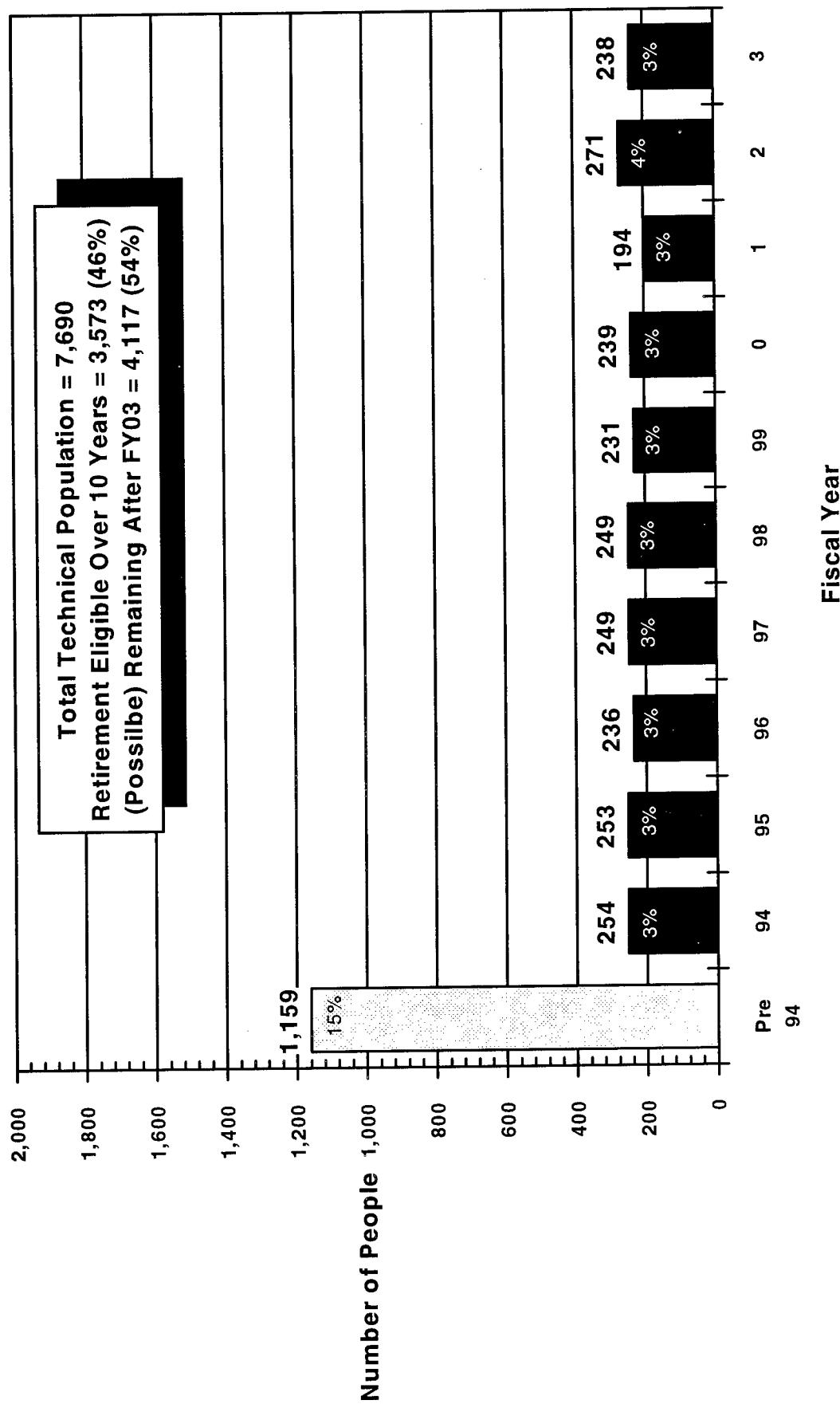
5.3 RETIREMENT ELIGIBILITY

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

TOTAL FIELD MAINTENANCE POPULATION
NEWLY RETIREMENT ELIGIBLE - TEN YEAR PROJECTION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)
TECHNICAL POPULATION
NEWLY RETIREMENT ELIGIBLE - TEN YEAR PROJECTION



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AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY REGION

TEN YEAR PROJECTION (FY94-FY03)

TOTAL FIELD MAINTENANCE POPULATION - 8,601

Region	Total Pop	Fiscal Year										#	%	#	%
		#	%	#	%	#	%	#	%	#	%				
Alaskan	492	43	9%	14	3%	24	5%	14	3%	20	4%	15	3%	15	3%
Central	540	58	11%	11	2%	10	2%	17	3%	13	2%	12	2%	12	2%
Eastern	999	185	19%	29	3%	30	3%	34	3%	26	3%	21	2%	21	2%
Great Lakes	1,258	137	11%	46	4%	30	2%	31	2%	42	3%	40	3%	40	3%
New England	385	51	13%	12	3%	9	2%	9	2%	10	3%	11	3%	11	3%
Northwest	968	144	15%	36	4%	40	4%	37	4%	35	4%	26	3%	26	3%
Mountain	1,686	269	16%	51	3%	63	4%	59	3%	67	4%	66	4%	66	4%
Southern	1,122	170	15%	40	4%	28	2%	24	2%	37	3%	48	4%	48	4%
Southwest	1,151	171	15%	37	3%	43	4%	43	4%	42	4%	33	3%	33	3%
Total	8,601	1,228	14%	276	3%	277	3%	268	3%	292	3%	272	3%	272	3%

Percentages based on Population in each region

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY REGION
TEN YEAR PROJECTION (FY94-FY03)
TOTAL FIELD MAINTENANCE POPULATION - 8,601

Region	Fiscal Year												Cum 10 Yr Eligible	
	99		00		01		02		03		#	%		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Alaskan	11	2%	24	5%	10	2%	9	2%	25	5%	166	34%		
Central	14	3%	11	2%	14	3%	23	4%	18	3%	143	26%		
Eastern	25	3%	34	3%	20	2%	43	4%	31	3%	293	29%		
Great Lakes	48	4%	24	2%	30	2%	52	4%	48	4%	391	31%		
New England	8	2%	7	2%	12	3%	12	3%	6	2%	96	25%		
Northwest	36	4%	36	4%	24	2%	38	4%	26	3%	334	35%		
Mountain														
Southern	52	3%	57	3%	49	3%	50	3%	38	2%	552	33%		
Southwest	41	4%	35	3%	35	3%	36	3%	35	3%	359	32%		
Western Pacific	39	3%	44	4%	37	3%	48	4%	47	4%	413	36%		
Total	274	3%	272	3%	231	3%	311	4%	274	3%	2,747	32%		

Percentages based on Population in each region

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

**NEWLY RETIREMENT ELIGIBLE - CUMULATIVE THREE & FIVE YEAR PROJECTIONS
FIELD MAINTENANCE ELECTRONICS TECHNICIANS* IN ARTCC SECTORS**

ARTCC	Total ARTCC Field Maint Electronics Technician Population	Eligible Over Next Three Years (FY94-FY96)		Eligible Over Next Five Years (FY94-FY98)	
		#	%	#	%
ZAB - Albuquerque	27	3	11%	3	11%
ZAN - Anchorage	57	10	18%	14	25%
ZAU - Aurora	49	6	12%	10	20%
ZBW - Nashua	61	8	13%	13	21%
ZDC - Leesburg	59	9	15%	11	19%
ZDV - Denver	49	2	4%	6	12%
ZFW - Fort Worth	41	5	12%	8	20%
ZHN - Honolulu	38	5	13%	6	16%
ZHU - Houston	29	4	14%	6	21%
ZID - Indianapolis	53	11	21%	19	36%
ZJU - San Juan	27	1	4%	1	4%
ZJX - Jacksonville	52	11	21%	15	29%
ZKC - Olathe	58	3	5%	6	10%
ZLA - Los Angeles	47	9	19%	11	23%
ZLC - Salt Lake City	60	12	20%	18	30%
ZMA - Miami	52	6	12%	8	15%
ZME - Memphis	52	4	8%	7	13%
ZMP - Farmington	56	8	14%	19	34%
ZNY - Ronkonkoma	63	7	11%	11	17%
ZOA - Fremont	50	10	20%	16	32%
ZOB - Oberlin	56	9	16%	16	29%
ZSE - Seattle	51	8	16%	10	20%
ZTL - Atlanta	56	3	5%	10	18%
Total	1,143	154	13%	244	21%

*Includes GS-856s

Percentages based on GNAS Field Maintenance Electronics Technician population in each region

**AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)**

**NEWLY RETIREMENT ELIGIBLE BY REGION - CUMULATIVE THREE & FIVE YEAR PROJECTIONS
FIELD MAINTENANCE ELECTRONICS TECHNICIANS* IN GENERAL NAS SECTORS**

Region	Total GNAS Field Maint Electronics Technician Population	Eligible Over Next Three Years (FY94- FY96)		Eligible Over Next Five Years (FY94-FY98)	
		#	%	#	%
Alaskan	202	17	8%	55	27%
Central	300	19	6%	70	23%
Eastern	609	56	9%	162	27%
Great Lakes	605	47	8%	173	29%
New England	195	17	9%	47	24%
Northwest Mountain	426	52	12%	142	33%
Southern	870	90	10%	270	31%
Southwest	570	43	8%	170	30%
Western Pacific	549	51	9%	192	35%
Total	4,326	392	9%	1,281	30%

*Includes GS-856s

Percentages based on GNAS Field Maintenance Electronics Technician population in each region

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD

TEN YEAR PROJECTION (FY94-FY03)

TOTAL FIELD MAINTENANCE POPULATION - 8,601

Career Field	#	Total Pop	Pre 94	94	95	96	97	98	Fiscal Year
Technical Population									
General Engineer	164	14	4	6	6	2	2	5	
Civil Engineer	9	1	0	0	0	0	0	0	
Electronics Tech*	269	28	6	3	3	5	5	7	
Environmental Tech*	1,355	88	32	38	40	36	36	39	
Communication Tech	474	56	9	6	14	8	8	7	
Nav aids Tech	1,545	217	44	36	36	40	40	40	
Radar Tech	1,070	175	39	30	42	33	33	34	
Automation Tech	1,103	187	32	40	39	39	39	32	
Technical Management	1,275	310	65	73	40	63	63	68	
Other Eng/Tech	14*	1	1	1	0	0	0	0	
Computer Spec/Opr	200	17	2	10	7	7	7	11	
Sector Management	212	65	20	10	13	16	16	6	
Subtotal	7,690	1,159	254	253	236	249	249	249	
Support Population									
Logistics Support	47	5	1	0	0	2	2	1	
Clerical/Adm Support	761	50	19	18	25	33	33	19	
Skilled Labor	103	14	2	6	7	8	8	3	
Subtotal	911	69	22	24	32	43	43	23	
Total	8,601	1,228	276	277	268	292	292	272	

*Includes GS-802 & WG-4749

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD
TEN YEAR PROJECTION (FY94-FY03)
TOTAL FIELD MAINTENANCE POPULATION - 8,601

Career Field	Fiscal Year			Cumulative 10 Yr Eligible			
	99	0	1	2	3	#	%
Technical Population							
General Engineer	1	2	2	4	8	36	22%
Civil Engineer	1	0	0	0	0	1	11%
Electronics Tech*	9	5	8	11	0	63	23%
Environmental Tech*	45	60	44	67	60	461	34%
Communication Tech	11	8	14	7	20	104	22%
Navairds Tech	35	43	30	51	45	400	26%
Radar Tech	25	41	23	32	21	320	30%
Automation Tech	30	36	23	25	22	318	29%
Technical Management	57	34	33	50	44	527	41%
Other Eng/Tech	0	0	1	0	0	4	23%
Computer Spec/Opr	7	5	4	9	5	67	34%
Sector Management	10	5	12	15	6	113	53%
Subtotal	231	239	194	271	238	2,414	31%
Support Population							
Logistics Support	3	2	0	4	3	16	34%
Clerical/Admin Support	37	25	34	34	31	275	36%
Skilled Labor	3	6	3	2	2	42	41%
Subtotal	43	33	37	40	36	333	37%
Total	274	272	231	311	274	2,747	32%

*Includes GS-802 & WG-4749

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

**NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD & REGION
CUMULATIVE TEN YEAR PROJECTION (FY94-FY03)
TOTAL FIELD MAINTENANCE POPULATION - 8,601**

Career Field	#	%	Alaskan	Central	Eastern	Great Lakes	New England	#	%
Technical Population									
General Engineer	3	27%	3	19%	1	6%	2	9%	0
Civil Engineer	0	0%	0	0%	0	0%	0	0%	0%
Electronics Tech*	1	9%	1	17%	0	0%	10	22%	2
Environmental Tech*	46	42%	28	32%	43	34%	58	30%	12
Communication Tech	1	50%	7	11%	7	13%	28	31%	4
Navairds Tech	24	20%	22	22%	44	22%	60	28%	16
Radar Tech	21	32%	3	13%	27	26%	68	27%	5
Automation Tech	15	47%	27	30%	27	20%	24	39%	24
Technical Management	18	45%	25	33%	94	39%	86	43%	15
Other Eng/Tech	0	0%	1**	100%	0	0%	1	50%	0
Computer Spec/Opr	1	20%	2	22%	7	44%	8	28%	1
Sector Management	4	40%	6	46%	10	56%	18	44%	5
Subtotal	134	33%	125	25%	260	28%	363	31%	84
Support Population									
Logistics Support	3	23%	0	0%	1	17%	4	44%	0
Clerical/Adm Support	18	38%	18	39%	30	44%	24	26%	12
Skilled Labor	11	50%	0	0%	2	67%	0	0%	0
Subtotal	32	39%	18	37%	33	43%	28	28%	12
Total	166	34%	143	26%	293	29%	391	31%	96
									25%

*Includes GS-802 & WG-4749

**Includes one individual in the Non-Technical category
Percentages Based upon Individual Career Field Population in Each Region

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD & REGION
CUMULATIVE TEN YEAR PROJECTION (FY94-FY03)
TOTAL FIELD MAINTENANCE POPULATION - 8,601

Career Field	Northwest Mountain		Southern		Southwest		Western Pacific		Total	
	#	%	#	%	#	%	#	%	#	%
Technical Population										
General Engineer	4	40%	6	21%	8	27%	9	39%	36	21%
Civil Engineer	0	0%	1	100%	0	0%	0	0%	1	11%
Electronics Tech*	5	15%	12	32%	19	25%	13	35%	63	23%
Environmental Tech*	52	34%	81	36%	61	35%	80	37%	461	34%
Communication Tech	8	38%	18	25%	15	21%	16	24%	104	22%
Navairds Tech	45	26%	81	30%	41	25%	67	31%	400	26%
Radar Tech	70	36%	24	26%	41	27%	61	37%	320	30%
Automation Tech	52	38%	74	24%	36	28%	39	30%	318	29%
Technical Management	28	47%	147	40%	63	43%	51	49%	527	41%
Other Eng/Tech	0	0%	0	0%	1	100%	1	50%	2	15%
Computer Spec/Opr	15	43%	17	33%	8	36%	8	32%	67	33%
Sector Management	9	45%	22	63%	16	64%	23	57%	113	53%
Subtotal	288	34%	483	32%	309	31%	368	36%	2,414	31%
Support Population										
Logistics Support	2	67%	0	0%	4	57%	2	33%	16	34%
Clerical/Admin Support	33	33%	64	37%	45	40%	31	34%	275	36%
Skilled Labor	11	39%	5	28%	1	14%	12	48%	42	40%
Subtotal	46	35%	69	36%	50	40%	45	37%	333	36%
Total	334	35%	552	33%	359	32%	413	36%	2,747	32%

*Includes GS-802 & WG-4749

Percentages Based upon Individual Career Field Population in Each Region

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD & FIELD SECTOR TYPES
CUMULATIVE TEN YEAR PROJECTION (FY94-FY03)
TOTAL FIELD MAINTENANCE POPULATION - 8,601

Career Field	ARTCC			Sector			#	%	Total	#	%
	#	%	#	%	#	%					
Technical Population											
General Engineer	10	21%	26	22%	36	22%					
Civil Engineer	0	0%	1	11%	1	11%					
Electronics Tech*	27	30%	36	20%	63	23%					
Environmental Tech*	118	42%	343	32%	461	34%					
Communication Tech	58	23%	46	20%	104	22%					
Nav aids Tech	1	11%	399	26%	400	26%					
Radar Tech	38	38%	282	29%	320	30%					
Automation Tech	116	30%	202	28%	318	29%					
Technical Management	176	44%	351	40%	527	41%					
Other Eng/Tech	0	0%	3	25%	3	23%					
Computer Spec/Opr	59	32%	9*	44%	68	34%					
Sector Management	36	53%	77	53%	113	53%					
Subtotal	639	35%	1,775	30%	2,414	31%					
Support Population											
Logistics Support	2	29%	14	35%	16	34%					
Clerical/Adm Support	61	33%	214	37%	275	36%					
Skilled Labor	9	29%	33	46%	42	41%					
Subtotal	72	32%	261	38%	333	37%					
Total	711	35%	2,036	31%	2,747	32%					

*Includes GS-802 & WG-4749

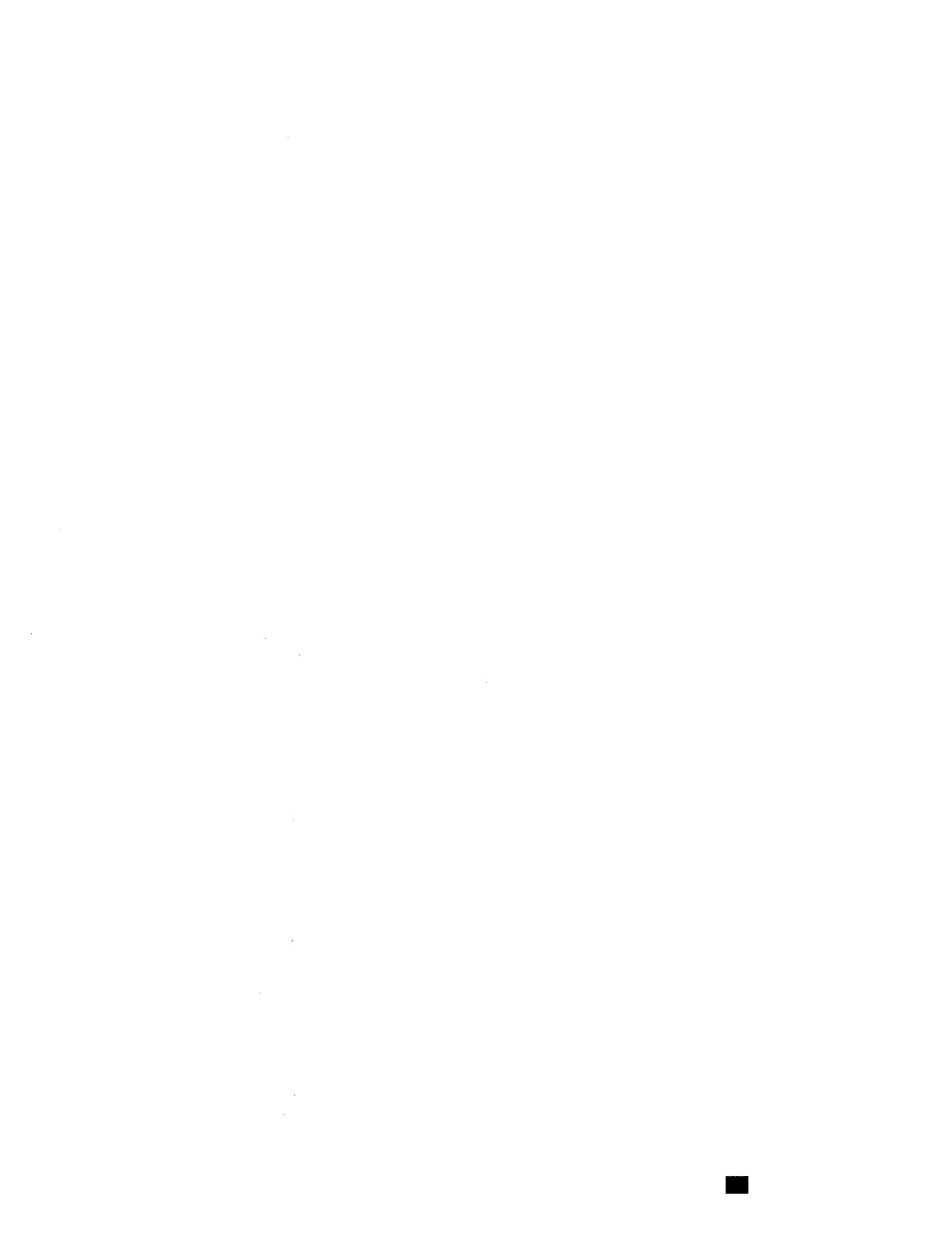
Percentages based on ARTCC or GNAS Field Maintenance Population as applicable

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

NEWLY RETIREMENT ELIGIBLE BY CAREER FIELD & FIELD SECTOR TYPES
CUMULATIVE TEN YEAR PROJECTION (FY94-FY03)
TOTAL FIELD MAINTENANCE POPULATION - 8,601

Total Field Maintenance Population	Organization							Total	
	AL	CE	EA	GL	NE	NM	SO	SW	
Retirements	22	26	42	45	15	55	82	56	61
Eligible	43	58	185	137	51	144	269	170	171
% of Eligible	51%	23%	23%	33%	29%	38%	30%	33%	36%
% of Total Population	2%	2%	3%	3%	3%	4%	3%	3%	2%
Technical Field Maintenance Population									
Retirements	20	24	41	39	15	48	77	53	53
Eligible	38	54	181	133	50	128	258	156	161
% of Eligible	53%	44%	23%	29%	30%	38%	29%	34%	33%
% of Total Population	2%	2%	4%	3%	4%	3%	3%	3%	2%

*Percent of eligible and percent of total population calculations were based on the prior year's data as of September 30th (e.g., FY93 percent of Total Field Maintenance Population = FY93 Retirements/FY92 year-end Total Field Maintenance Population X 100)



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

TOTAL FIELD MAINTENANCE POPULATION - 8,601
CAREER FIELD DISTRIBUTION BY PAY PLAN & GRADE

Pay Plan & Grade	Field												Category			Total
	Gen Eng	Civil Eng	Elec Eng	Env Tech*	Comm Tech	Nav Tech	Radar Tech	Auto Tech	Tech Mgt	Other Eng/ Tech	Comp Spec/ Opr	Sector Mgt				
GM	13	0	0	23	76	11	45	42	18	419	1	1	0	0	636	
	14	86	0	33	0	1	4	8	9	253	0	0	86	0	480	
	15	1	0	0	0	0	0	0	0	1	0	0	0	0	118	
GS	1-5	0	0	0	0	1	15	11	9	7	12	0	0	0	55	
	6-10	0	2	3	167	93	62	23	15	19	0	0	0	0	542	
	11	1	2	5	265	70	413	172	66	3	3	0	0	0	1,026	
	12	3	1	23	400	244	965	765	819	123	4	15	0	0	3,362	
	13	64	4	180	91	40	43	51	168	434	6**	0	0	0	1,081	
WG	14	9	0	2	0	0	1	0	1	11	0	0	0	0	31	
	1-4	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
	5-7	0	0	0	0	0	0	0	0	0	0	0	0	0	6	
	8	0	0	0	0	0	0	0	0	0	0	0	0	0	15	
	9	0	0	0	0	0	0	0	0	0	0	0	0	0	6	
	10	0	0	0	0	0	0	0	0	0	0	0	0	0	92	
	11	0	0	0	0	0	0	0	0	0	0	0	0	0	205	
	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
WS&WL	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	9	0	0	0	0	0	0	0	0	0	0	0	0	0	10	
	10	0	0	0	0	0	0	0	0	0	0	0	0	0	20	
	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total	164	9	269	1,355	474	1,544	1,070	1,103	0	13	201	212	7,690			

*Includes GS-802 & WG-4749

** Includes one individual coded in the "Non-Technician" Career Field Category

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

TOTAL FIELD MAINTENANCE POPULATION - 8,601
CAREER FIELD DISTRIBUTION BY PAY PLAN & GRADE
ALASKAN REGION

Pay Plan & Grade		Gen Eng	Civil Eng	Elec Eng	Env Tech*	Comm Tech	Nav Tech	Radar Tech	Auto Tech	Tech Mgt	Other Eng Tech	Comp Spec Opr	Sector Mgt	Total
#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
GM	13	0	0	0	0	2	2	11	3	0	4	0	0	22
	14	4	0	0	0	0	0	4	0	2	10	0	4	24
	15	0	0	0	0	0	0	0	0	0	0	0	5	5
GS	1-5	0	0	0	0	0	0	5	2	0	0	0	0	7
	6-10	0	0	2	2	0	0	22	5	0	0	0	0	31
	11	0	0	0	0	0	0	40	3	0	0	0	0	45
	12	1	1	0	0	13	0	26	42	13	10	5	0	111
	13	6	9	7	0	0	0	11	11	16	15	3	0	79
	14	0	0	0	0	0	0	0	0	0	1	0	0	3
WG	1-4	0	0	0	0	0	0	0	0	0	0	0	0	0
	5-7	0	0	0	0	0	0	0	0	0	0	0	0	0
	8	9	9	5	2	0	0	0	0	0	0	0	0	5
	9	0	0	0	0	0	0	0	0	0	0	0	0	0
	10	0	0	0	0	0	0	0	0	0	0	0	0	0
	11	0	0	0	0	0	0	0	0	0	0	0	0	0
	12	0	0	0	0	0	0	0	0	0	0	0	0	0
WS&WL	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	9	0	0	0	0	0	0	0	0	0	0	0	0	0
	10	0	0	0	0	0	0	0	0	0	0	0	0	0
	11	0	0	0	0	0	0	0	0	0	0	0	0	0
	12	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	11	2	11	109	2	119	66	32	40	3	5	10	410	

*Includes GS-802 & WG-4749

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

TOTAL FIELD MAINTENANCE POPULATION - 8,601
CAREER FIELD DISTRIBUTION BY PAY PLAN & GRADE

CENTRAL REGION

Pay Plan & Grade	Gen Eng	Civil Eng	Elec Eng	Env Tech*	Comm Tech	Nav Tech	Radar Tech	Auto Tech	Tech Mgt	Other Eng/Tech	Comp Spec/Opr	Sector Mgt	Total		
GM	#	#	#	#	#	#	#	#	#	#	#	#	#		
	13	0	0	0	7	0	1	0	1	31	1	0	41		
	14	7	0	3	0	0	0	0	0	12	0	0	28		
	15	1	0	0	0	0	0	0	0	0	0	0	6		
GS	1-5	0	0	0	0	0	0	0	0	0	0	0	8		
	6-10	0	0	0	0	0	6	13	3	1	0	0	7		
	11	0	0	0	0	0	0	0	0	0	0	0	25		
	12	0	0	0	0	0	20	29	44	6	8	0	78		
	13	3	0	3	0	10	3	12	42	12	70	12	186		
	14	5	0	0	0	0	0	0	5	11	0	0	69		
WG	1-4	0	0	0	0	0	0	0	0	0	1	1	5		
	5-7	0	0	0	0	0	1	0	0	0	0	0	0		
	8	0	0	0	0	0	3	0	0	0	0	0	0		
	9	0	0	0	0	0	0	0	0	0	0	0	0		
	10	0	0	0	0	0	0	0	0	0	0	0	0		
	11	0	0	0	0	0	0	0	0	0	0	0	0		
	12	0	0	0	0	0	0	0	0	0	0	0	0		
WS&WL															
	8	0	0	0	0	0	29	0	0	0	0	0	0		
	9	0	0	0	0	0	0	8	0	0	0	0	0		
	10	0	0	0	0	0	0	0	0	0	0	0	0		
	11	0	0	0	0	0	0	0	0	0	0	0	0		
	12	0	0	0	0	0	0	0	0	0	0	0	0		
Total		16		0	6	87	64	102	24	91	76	2	9	13	491

*Includes GS-802 & WG-4749

**Includes one individual in the Non-Technician Career Field Category

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

TOTAL FIELD MAINTENANCE POPULATION - 8,601

CAREER FIELD DISTRIBUTION BY PAY PLAN & GRADE

EASTERN REGION

Pay Plan & Grade	Gen Eng	Civil Eng	Elec Eng	Env Tech*	Comm Tech	Nav Tech	Radar Tech	Auto Tech	Tech Mgt	Other Eng/Tech	Comp Spec/Cpr	Sector Mgt	Total
#	#	#	#	#	#	#	#	#	#	#	#	#	#
GM	13	0	0	0	11	0	0	0	0	89	0	0	100
	14	8	0	0	0	0	0	0	0	51	0	0	63
	15	0	0	0	0	0	0	0	0	1	0	0	15
1-5	0	0	1	0	5	2	0	0	0	0	0	0	2
6-10	34	2	0	0	13	0	0	1	0	14	0	0	34
11	11	0	2	0	38	7	38	8	18	2	2	0	111
12	12	0	0	1	48	31	163	0	114	11	0	0	461
13	13	9	0	0	10	2	0	0	0	86	0	0	116
14	14	0	0	0	0	0	0	0	0	0	0	0	0
1-4	5-7	0	0	0	0	0	0	0	0	0	0	0	0
		8	0	0	0	0	0	0	0	0	0	0	0
		9	0	0	0	0	0	0	0	0	0	0	0
		10	0	0	0	0	0	0	0	0	0	0	0
		11	0	0	0	0	0	0	0	0	0	0	0
		12	0	0	0	0	0	0	0	0	0	0	0
		12	0	0	0	0	0	0	0	0	0	0	0
WS&WL	8	0	0	0	0	0	0	0	0	0	0	0	0
	9	0	0	0	0	0	0	0	0	0	0	0	0
	10	0	0	0	0	0	0	0	0	0	0	0	0
	11	0	0	0	0	0	0	0	0	0	0	0	0
	12	0	0	0	0	0	0	0	0	0	0	0	0
Total	17	3	9	128	55	201	103	132	240	0	16	18	922

*Includes GS-802 & WG-4749

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

TOTAL FIELD MAINTENANCE POPULATION - 8,601
CAREER FIELD DISTRIBUTION BY PAY PLAN & GRADE

GREAT LAKES REGION

Pay Plan & Grade	GREAT LAKES REGION														
	Gen Eng	Civil Eng	Elec Eng	Env Tech*	Comm Tech	Nav Tech	Radar Tech	Auto Tech	Tech Mgt	Other Eng/ Tech	Comp Spec/ Opr	Sector Mgt			
GM	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
13	0	0	0	0	12	0	0	0	0	0	0	0	0	0	96
14	13	0	0	3	0	0	0	0	0	0	0	0	0	0	60
15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	18
GS	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
1-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6
6-10	0	0	0	0	1	39	33	0	0	4	2	0	0	0	25
11	1	0	0	3	70	3	0	0	0	0	0	0	0	0	98
12	2	0	0	2	57	39	42	58	0	0	1	0	0	0	182
13	5	2	0	36	6	16	175	166	59	18	1	0	0	0	519
14	2	0	0	0	0	0	1	23	0	0	0	0	0	0	159
1-4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7
5-7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WG	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
WS&WL	#	#	#	#	#	#	#	#	#	#	#	#	#	#	#
8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	23	2	45	196	91	218	251	61	198	2	29	41	1,157		

*Includes GS-802 & WG-4749

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

TOTAL FIELD MAINTENANCE POPULATION - 8,601

CAREER FIELD DISTRIBUTION BY PAY PLAN & GRADE

NEW ENGLAND REGION

Pay Plan & Grade	Gen Eng	Civil Eng	Elec Eng	Env Tech*	Comm Tech	Nav Tech	Radar Tech	Auto Tech	Tech Mgt	Other Eng/ Tech	Comp Spec/ Opr	Sector Mgt	Total
#	#	#	#	#	#	#	#	#	#	#	#	#	#
GM	13	0	0	0	3	0	3	2	19	0	0	0	30
	14	1	0	1	0	0	0	0	0	14	0	0	23
	15	0	0	0	0	0	0	0	0	0	0	5	5
GS	1-5	0	0	0	4	0	0	0	0	0	0	0	4
	6-10	0	1	0	13	5	3	2	0	0	6	0	30
	11	0	0	1	15	4	16	6	3	0	1	0	45
	12	0	0	1	26	12	53	10	61	1	0	0	164
	13	4	0	0	10	6	4	3	18	7	0	0	52
	14	0	0	0	0	0	0	0	0	0	0	2	0
WG	1-4	0	0	0	0	0	0	0	0	0	0	0	0
	5-7	8	8	0	0	0	0	0	0	0	0	0	0
	8	9	10	0	0	0	0	0	0	0	0	0	0
	9	10	11	0	0	0	0	0	0	0	0	0	0
	10	11	12	0	0	0	0	0	0	0	0	0	0
	11	11	12	0	0	0	0	0	0	0	0	0	0
WS&WL	8	9	10	0	0	0	0	0	0	0	0	0	0
	9	10	11	0	0	0	0	0	0	0	0	0	0
	10	11	12	0	0	0	0	0	0	0	0	0	0
	11	11	12	0	0	0	0	0	0	0	0	0	0
	12	12	12	0	0	0	0	0	0	0	0	0	0
Total	5	1	13	64	30	78	22	84	42	0	7	10	356

*Includes GS-802 & WG-4749

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

TOTAL FIELD MAINTENANCE POPULATION - 8,601
CAREER FIELD DISTRIBUTION BY PAY PLAN & GRADE

NORTHWEST MOUNTAIN REGION

Pay Plan & Grade		Gen Eng	Civil Eng	Elec Eng	Env Tech*	Comm Tech	Nav Tech	Radar Tech	Auto Tech	Tech Mgt	Other Eng/ Tech	Comp Spec/ Opr	Sector Mgt	Total
	#	#	#	#	#	#	#	#	#	#	#	#	#	#
GM	13	0	0	0	9	1	0	0	17	20	6	7	0	60
	14	5	0	1	0	0	0	0	0	7	4	21	0	44
	15	0	0	0	0	0	0	0	0	0	0	0	0	0
GS	1-5	0	0	0	0	0	0	0	1	0	0	0	0	14
	6-10	0	0	0	0	0	0	0	0	0	0	0	0	7
	11	0	0	0	0	0	0	0	7	6	3	0	0	48
	12	0	0	0	0	0	0	0	78	33	0	0	0	155
	13	5	0	4	38	1	0	0	68	55	10	0	0	336
	14	0	0	0	29	10	0	0	128	2	0	0	0	131
	1-4	0	0	0	0	0	0	0	0	64	18	2	0	2
	5-7	0	0	0	0	0	0	0	0	0	0	0	0	0
	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	9	0	0	0	0	0	0	0	0	0	0	0	0	0
	10	0	0	0	0	0	0	0	0	0	0	0	0	0
	11	0	0	0	0	0	0	0	0	0	0	0	0	0
	12	0	0	0	0	0	0	0	0	0	0	0	0	0
WS&WL	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	9	0	0	0	0	0	0	0	0	0	0	0	0	0
	10	0	0	0	0	0	0	0	0	0	0	0	0	0
	11	0	0	0	0	0	0	0	0	0	0	0	0	0
	12	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	10	0	34	151	21	173	196	136	60	1	35	20	0	837

*Includes GS-802 & WG-4749

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

TOTAL FIELD MAINTENANCE POPULATION - 8,601
CAREER FIELD DISTRIBUTION BY PAY PLAN & GRADE

SOUTHERN REGION

Pay Plan & Grade	Gen Eng	Civil Eng	Elec Eng	Env Tech*	Comm Tech	Nav Tech	Radar Tech	Auto Tech	Tech Mgt	Other Eng/ Tech	Comp Spec/ Opr	Sector Mgt	Total
#	#	#	#	#	#	#	#	#	#	#	#	#	#
GM	13	0	0	5	8	3	0	0	0	108	0	1	125
	14	20	0	4	0	0	0	0	2	72	0	0	110
	15	0	0	0	0	0	0	0	0	0	0	0	20
GS	1-5	0	0	0	1	0	0	0	0	8	0	0	9
	6-10	0	0	0	65	8	11	1	6	19	0	42	0
	11	0	0	1	41	22	64	24	23	0	5	0	152
	12	0	0	5	68	39	197	66	276	28	1	4	180
	13	9	1	22	15	0	0	0	0	129	1	0	684
	14	0	0	0	0	0	0	0	0	0	0	0	177
	1-4	0	0	0	0	0	0	0	0	0	0	0	5
	5-7	0	0	0	0	0	0	0	0	0	0	0	0
	8	0	0	0	0	0	0	0	0	0	0	0	0
	9	0	0	0	0	0	0	0	0	0	0	0	0
	10	0	0	0	0	0	0	0	0	0	0	0	0
	11	0	0	0	0	0	0	0	0	0	0	0	0
	12	0	0	0	0	0	0	0	0	0	0	0	0
WS&WL	8	0	0	0	0	0	0	0	0	0	0	0	0
	9	0	0	0	0	0	0	0	0	0	0	0	3
	10	0	0	0	0	0	0	0	0	0	0	0	0
	11	0	0	0	0	0	0	0	0	0	0	0	0
	12	0	0	0	0	0	0	0	0	0	0	0	0
Total	29	1	37	228	72	272	91	307	367	2	52	35	1,493

*Includes GS-802 & WG-4749

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

TOTAL FIELD MAINTENANCE POPULATION - 8,601
CAREER FIELD DISTRIBUTION BY PAY PLAN & GRADE

SOUTHWEST REGION

Pay Plan & Grade		Gen Eng	Civil Eng	Elec Eng	Env Tech*	Comm Tech	Nav Tech	Radar Tech	Auto Tech	Tech Mgt	Other Eng/ Tech	Comp Spec/ Opr	Sector Mgt	Total
	#	#	#	#	#	#	#	#	#	#	#	#	#	#
GM	13	0	0	5	9	4	2	5	4	55	0	0	0	84
	14	12	0	13	0	0	0	0	0	32	0	0	0	63
	15	0	0	0	0	0	0	0	0	0	0	0	0	19
GS	1-5	0	0	0	0	0	2	1	0	0	0	0	0	3
	6-10	0	0	0	0	0	18	15	1	0	0	0	0	53
	11	0	0	0	0	0	33	11	54	20	7	1	1	130
	12	0	0	0	8	53	41	109	127	82	15	0	0	435
	13	17	0	50	8	0	0	0	0	35	43	0	0	153
	14	1	0	1	0	0	0	0	0	0	1	0	0	3
WG	1-4	0	0	0	0	0	0	0	0	0	0	0	0	0
	5-7	0	0	0	0	0	0	0	0	0	0	0	0	0
	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	9	0	0	0	0	0	0	0	0	0	0	0	0	0
	10	11	0	0	0	0	0	0	0	0	0	0	0	0
	11	0	0	0	0	0	0	0	0	0	0	0	0	0
	12	0	0	0	0	0	0	0	0	0	0	0	0	0
WS&WL	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	9	0	0	0	0	0	0	0	0	0	0	0	0	0
	10	0	0	0	0	0	0	0	0	0	0	0	0	0
	11	0	0	0	0	0	0	0	0	0	0	0	0	0
	12	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	30	0	77	174	73	167	152	128	147	1	22	25	996	

*Includes GS-802 & WG-4749

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

TOTAL FIELD MAINTENANCE POPULATION - 8,601
CAREER FIELD DISTRIBUTION BY PAY PLAN & GRADE
WESTERN PACIFIC REGION

Pay Plan & Grade	Gen Eng	Civil Eng	Elec Eng	Env Tech*	Comm Tech	Nav Tech	Radar Tech	Auto Tech	Tech Mgt	Other Eng/ Tech	Comp Spec/ Opr	Sector Mgt	Total
#	#	#	#	#	#	#	#	#	#	#	#	#	#
GM	13	0	0	13	15	1	11	5	22	0	0	0	78
	14	16	0	8	0	0	0	1	17	0	0	0	23
	15	0	0	0	0	0	0	0	0	0	0	0	65
GS	1-5	0	0	0	0	0	0	0	0	0	0	0	16
	6-10	0	0	0	20	6	4	3	1	2	0	0	16
	11	0	0	1	26	10	15	7	5	0	0	0	10
	12	0	0	2	66	34	37	14	7	0	0	0	71
	13	6	13	19	15	14	132	121	89	18	2	0	100
	14	1	0	0	0	1	0	0	24	45	0	0	466
	1-4	0	0	0	0	0	0	0	0	0	0	0	145
WG	5-7	0	0	0	0	0	0	0	0	0	0	0	4
	8	0	0	0	0	0	0	0	0	0	0	0	21
	9	0	0	0	0	0	0	0	0	0	0	0	2
	10	0	0	0	0	0	0	0	0	0	0	0	0
	11	0	0	0	0	0	0	0	0	0	0	0	0
	12	0	0	0	0	0	0	0	0	0	0	0	0
WS&WL	8	0	0	0	0	0	0	0	0	0	0	0	3
	9	0	0	0	0	0	0	0	0	0	0	0	3
	10	0	0	0	0	0	0	0	0	0	0	0	0
	11	0	0	0	0	0	0	0	0	0	0	0	0
	12	0	0	0	0	0	0	0	0	0	0	0	0
Total	23	0	37	218	66	215	165	132	105	2	25	40	1,028

*Includes GS-802 & WG-4749

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

TOTAL FIELD MAINTENANCE POPULATION - 8,601 *
SECTOR TYPE DISTRIBUTION BY PAY PLAN & GRADE

Pay Plan & Grade	ARTCC		Sector Type		#	%
	#	%	#	%		
GM	13	91	5%	545	9%	636
	14	185	10%	295	5%	480
	15	58	3%	62	1%	120
	1-5	18	1%	37	1%	55
GS	6-10	212	12%	330	6%	542
	11	110	6%	916	16%	1,026
	12	697	38%	2,665	45%	3,362
	13	417	23%	664	11%	1,081
WG	1-4	8	<1%	23	<1%	31
	5-7	0	0%	1	<1%	1
	8	2	<1%	4	<1%	6
	9	3	<1%	12	<1%	15
WS&WL	9	2	<1%	4	<1%	6
	10	7	<1%	85	1%	92
	11	1	<1%	204	3%	205
	12	0	0%	0	0%	0
Total		1,813	24%	5,877	76%	7,690
						100%

*Includes One Person Listed in the Senior Executive Service (SES) and "Other" Pay Plan Categories

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

**FIELD MAINTENANCE TECHNICAL POPULATION
REGIONAL DISTRIBUTION BY SECTOR TYPE & PAY PLAN & GRADE**

Pay Plan & Grade	Organization							NE
	AL	CE	EA	GL	GNAS	ARTCC	GNAS	
GM	13	3	19	4	37	10	90	18
	14	10	14	10	18	20	43	28
	15	3	2	3	5	6	9	10
GS	1-5	1	6	1	6	2	0	3
	6-10	6	25	11	14	16	18	36
	11	2	43	2	76	8	103	26
	12	35	76	34	152	68	393	132
	13	22	57	22	47	48	68	70
WG	1-4	0	1	2	0	0	0	0
	1-4	0	0	0	0	0	0	0
	5-7	8	0	2	5	2	0	0
	8	9	0	2	0	0	0	0
	9	0	7	1	0	0	0	0
	10	0	0	0	8	0	0	0
	11	0	0	0	0	0	0	0
	12	0	0	0	0	0	0	0
WS&WL	8	9	0	0	0	0	0	0
	9	0	0	0	0	0	0	0
	10	0	0	0	0	0	0	0
	11	0	0	0	0	0	0	0
	12	0	0	0	0	0	0	0
Total Population	83	327	89	402	178	744	328	829
								90
								266

(continued)

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)

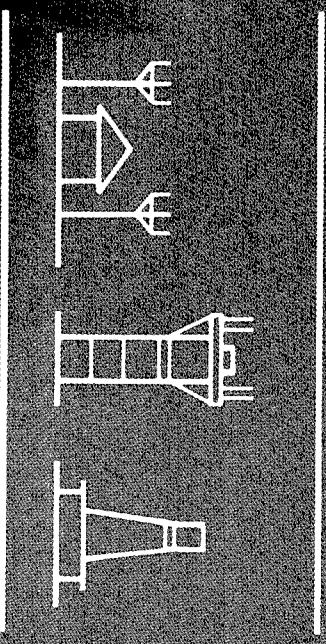
FIELD MAINTENANCE TECHNICAL POPULATION

REGIONAL DISTRIBUTION BY SECTOR TYPE & PAY PLAN & GRADE

Pay Plan & Grade	Organization								Total
	NM		SO		SW		WP		
	ARTCC	GNAS	ARTCC	GNAS	ARTCC	GNAS	ARTCC	GNAS	
GM	13	13	47	17	108	12	72	10	68
	14	21	23	49	61	12	51	25	40
	15	9	5	11	9	6	13	8	185
GS	1-5	3	4	3	6	1	2	3	58
	6-10	30	18	63	89	19	34	22	18
	11	13	142	24	156	11	119	17	37
WG	12	99	237	129	555	82	353	79	212
	13	62	69	86	91	34	119	56	330
	14	1	1	1	4	1	2	1	916
WG	1-4	0	0	0	0	0	0	1	697
	5-7	0	0	0	0	0	0	0	2,665
	8	0	1	1	0	0	1	1	417
WS&WL	9	1	0	0	0	0	0	0	664
	10	0	16	4	0	0	0	0	0
	11	0	0	0	0	0	0	0	0
WS&WL	12	0	0	0	0	0	0	0	0
	13	0	0	0	0	0	0	0	0
	14	0	0	0	0	0	0	0	0
Total Population	252	585	389	1,104	179	817	225	803	1,813
									5,877



6.0 WORK FORCE DIVERSITY



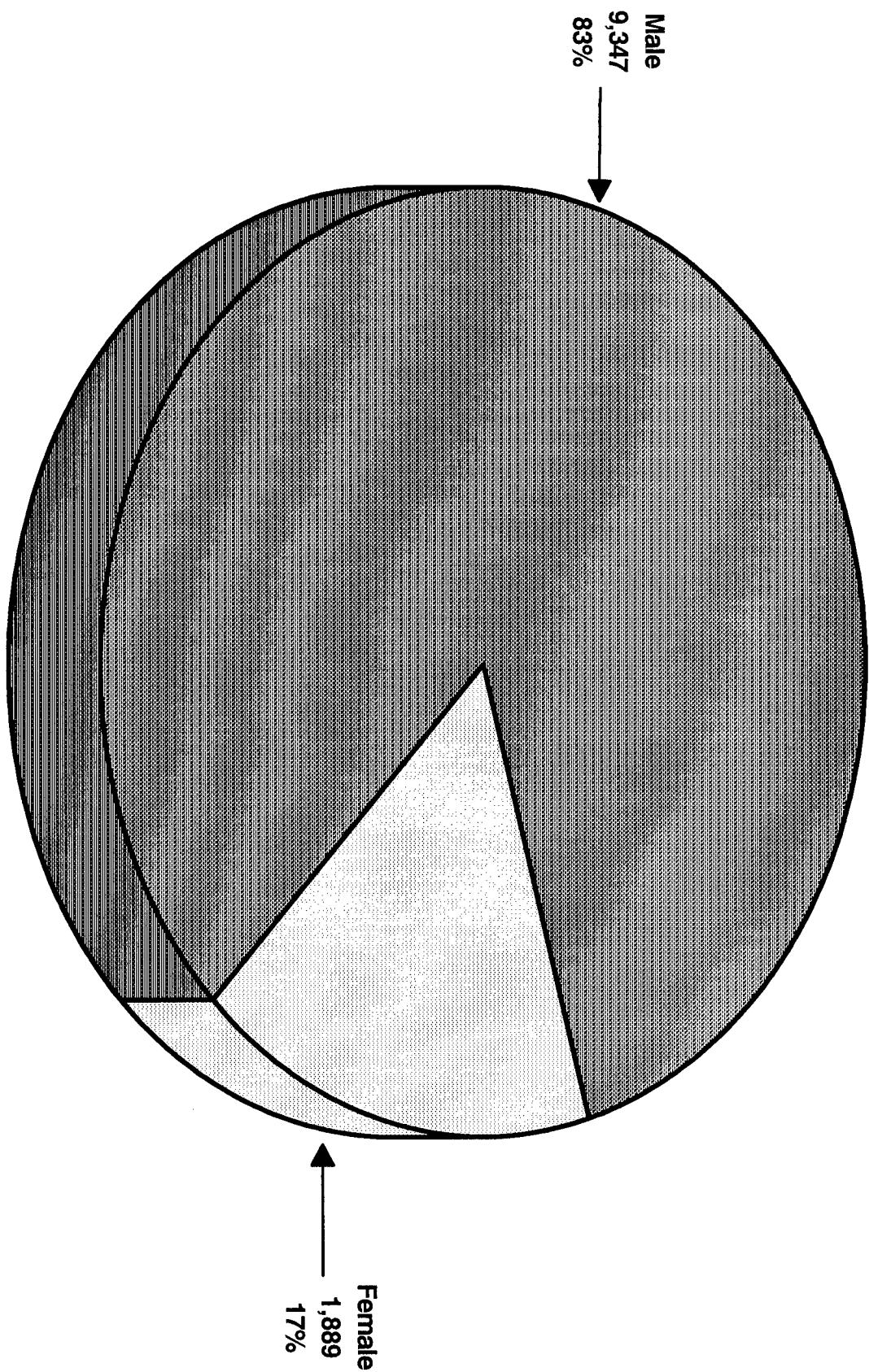
6.1 GENDER

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

DISTRIBUTION BY GENDER

TOTAL POPULATION - 11,236

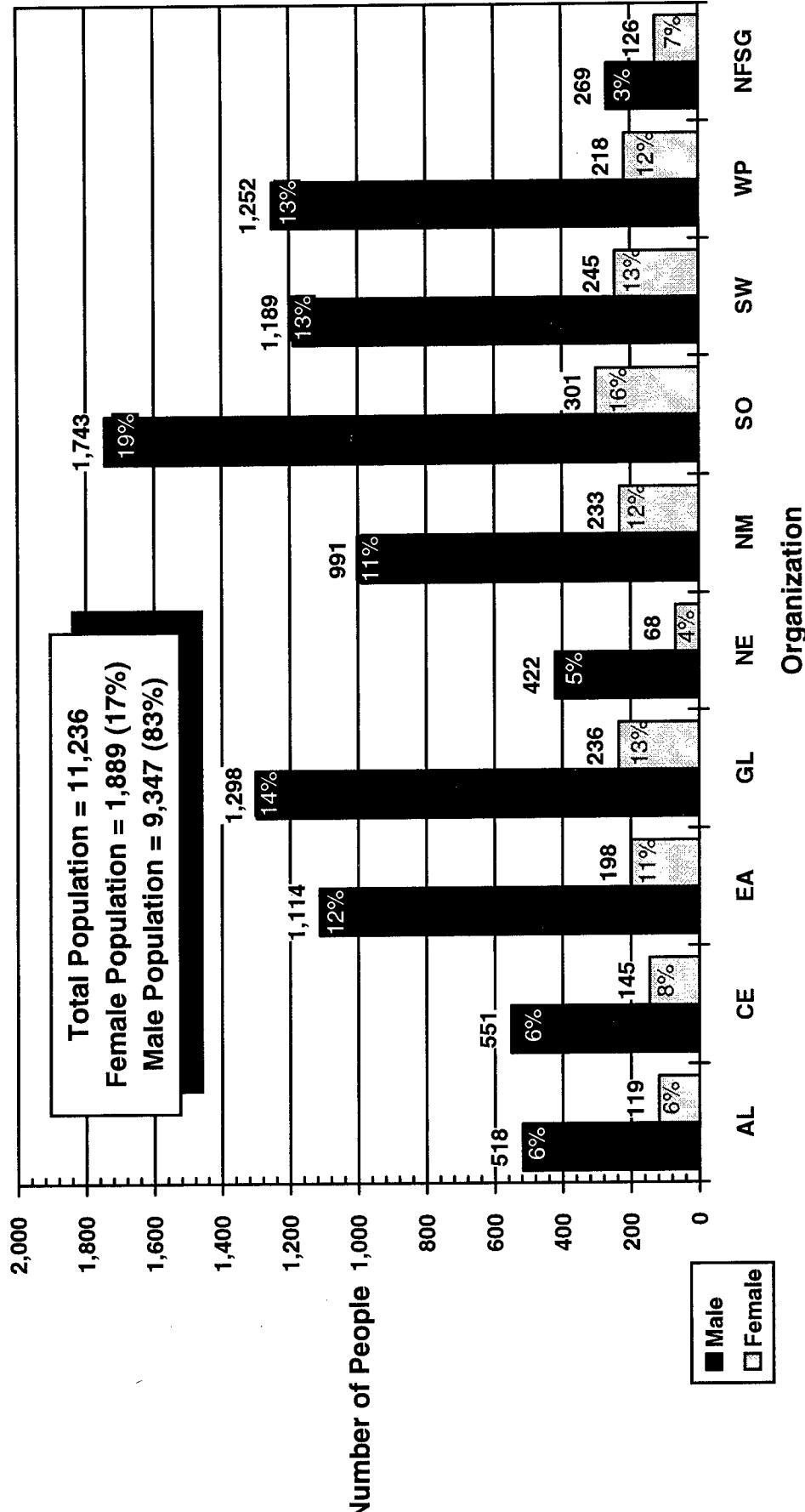


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

TOTAL POPULATION

DISTRIBUTION BY GENDER & ORGANIZATION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

GENDER DISTRIBUTION BY PAY PLAN & GRADE
TOTAL POPULATION - 11,227*

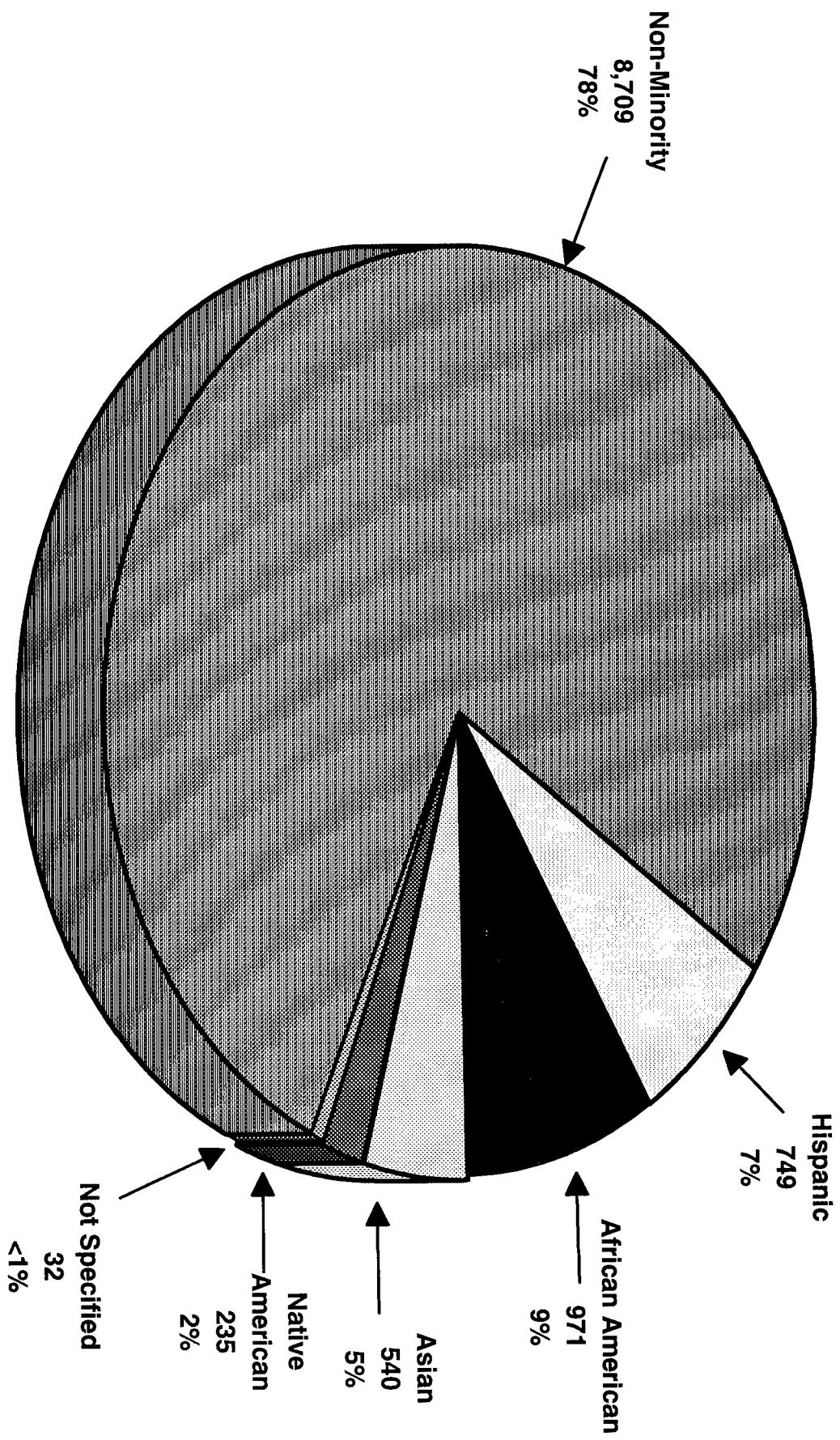
Pay Plan & Grade	Male		Female		Total
	#	%	#	%	
GM	13	733	96%	34	4%
	14	668	95%	33	5%
	15	226	95%	11	5%
GS	1-5	37	13%	259	88
	6-10	664	45%	799	55%
	11	1,152	80%	284	20%
	12	3,592	93%	269	7%
	13	1,618	91%	164	9%
	14	178	88%	25	12%
WG	1-4	3	100%	0	0%
	5-7	9	82%	2	18%
	8	18	100%	0	0%
	9	13	100%	0	0%
	10	121	98%	3	2%
	11	250	98%	5	2%
	12	6	100%	0	0%
WS&WL	8	5	100%	0	0%
	9	13	100%	0	0%
	10	25	100%	0	0%
	11	2	100%	0	0%
	12	0	0%	0	0%
Total		9,339	83%	1,888	17%
					11,227

*Excludes Senior Executive Service (SES) & "Other" Pay Plan categories

Percentages based on population in each Pay Plan/Grade

6.2 CULTURE

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
(AS OF SEPTEMBER 30, 1993)
TOTAL POPULATION - 11,236
DISTRIBUTION BY CULTURE



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

CULTURE DISTRIBUTION BY ORGANIZATION

TOTAL POPULATION

Organization	Native American			Asian			African American			Hispanic			Non-Minority			Non-Specified			Total			
	#	%	#	%	#	%	#	%	#	#	%	#	#	%	#	%	#	%	#	%	#	%
Alaskan	46	7%	19	3%	11	2%	23	4%	538	84%	0	0	0	0%	637	0%	0	0%	0	0%	637	
Central	13	2%	4	1%	52	7%	26	4%	601	86%	0	0	0	0%	696	0%	0	0%	0	0%	696	
Eastern	11	1%	36	3%	182	14%	50	4%	1,013	77%	20	2%	0	0%	1,312	20	2%	0	0%	0	0%	1,312
Great Lakes	30	2%	40	3%	146	10%	57	4%	1,261	82%	0	0%	0	0%	1,534	0	0%	0	0%	0	0%	1,534
New England	6	1%	12	2%	38	8%	14	3%	418	85%	2	<1%	2	<1%	490	2	<1%	2	<1%	2	<1%	490
Northwest Mountain	29	2%	61	5%	36	3%	76	6%	1,016	83%	6	<1%	6	<1%	1,224	6	<1%	6	<1%	6	<1%	1,224
Southern	17	1%	23	1%	218	11%	153	7%	1,633	80%	0	0%	0	0%	2,044	0	0%	0	0%	0	0%	2,044
Southwest	51	4%	31	2%	94	7%	212	15%	1,045	73%	1	<1%	1	<1%	1,434	1	<1%	1	<1%	1	<1%	1,434
Western Pacific	26	2%	300	20%	145	10%	123	8%	873	59%	3	<1%	3	<1%	1,470	3	<1%	3	<1%	3	<1%	1,470
NFSG	6	2%	14	4%	49	12%	15	4%	311	79%	0	0%	0	0%	395	0	0%	0	0%	0	0%	395
Total	235	2%	540	5%	971	9%	749	7%	8,709	78%	32	<1%	32	<1%	11,236	<1%	<1%	<1%	<1%	<1%	<1%	11,236

Percentages based on Population in each organization

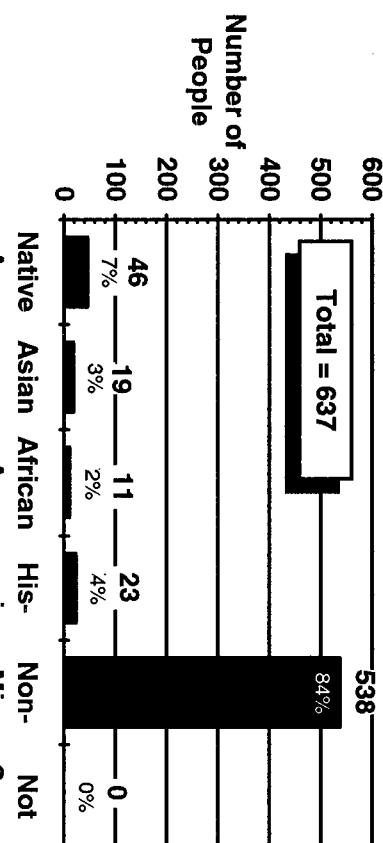
AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

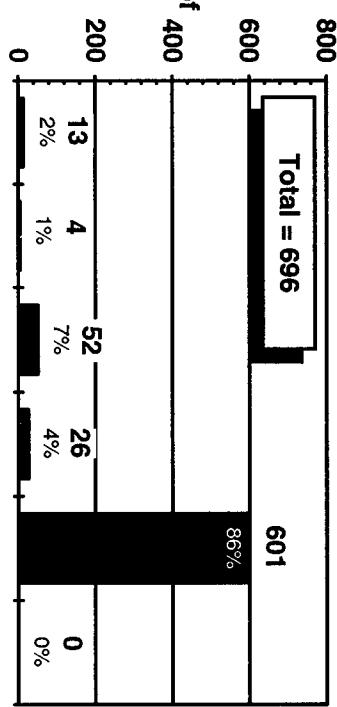
REGIONAL POPULATION

DISTRIBUTION BY CULTURE

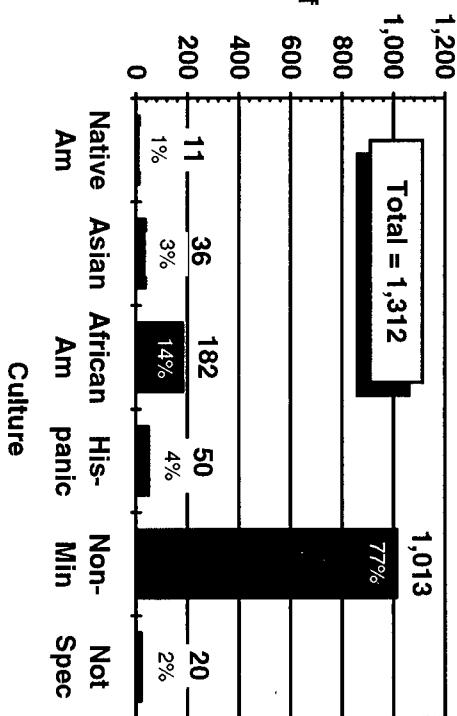
ALASKAN REGION



CENTRAL REGION

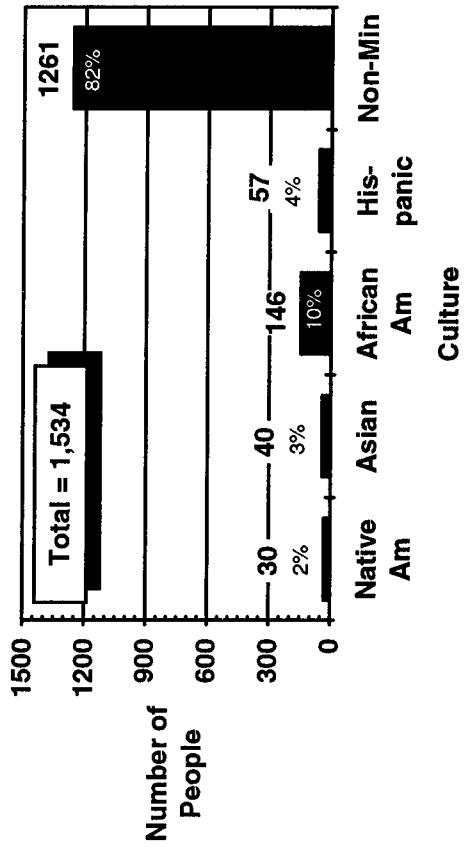


EASTERN REGION

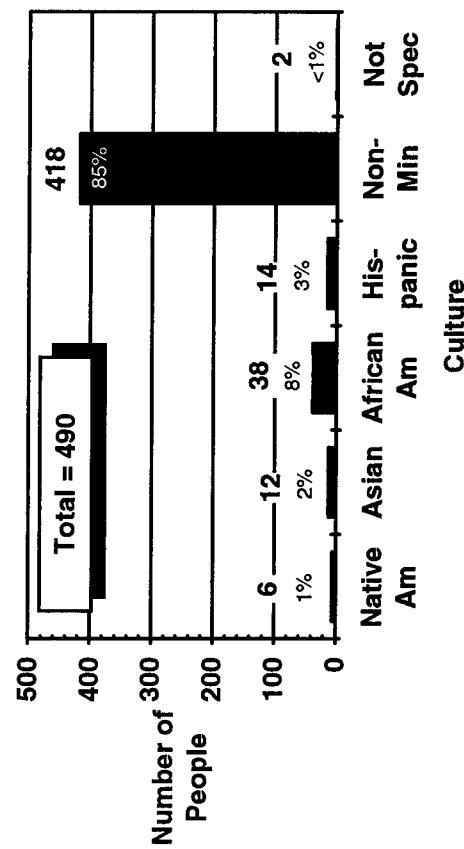


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)
**REGIONAL POPULATION
 DISTRIBUTION BY CULTURE**

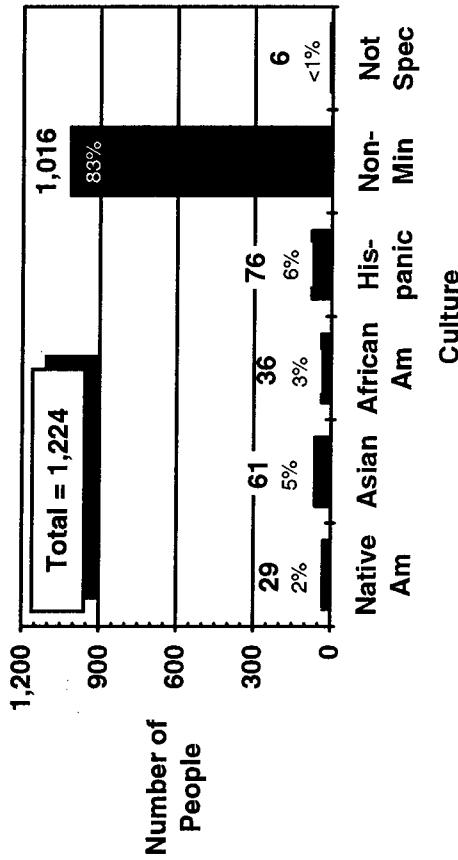
GREAT LAKES REGION



NEW ENGLAND REGION



NORTHWEST MOUNTAIN REGION

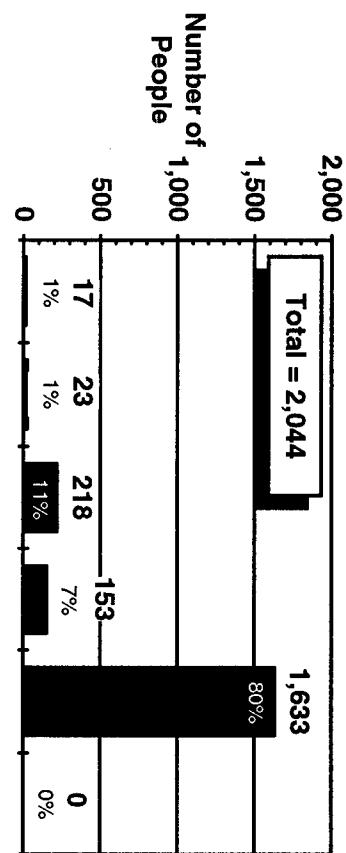


AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

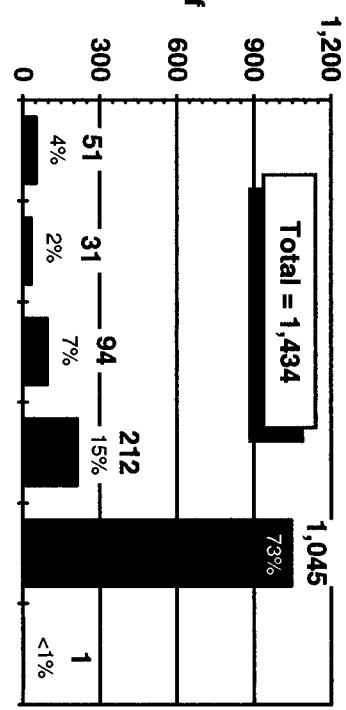
(AS OF SEPTEMBER 30, 1993)

REGIONAL POPULATION DISTRIBUTION BY CULTURE

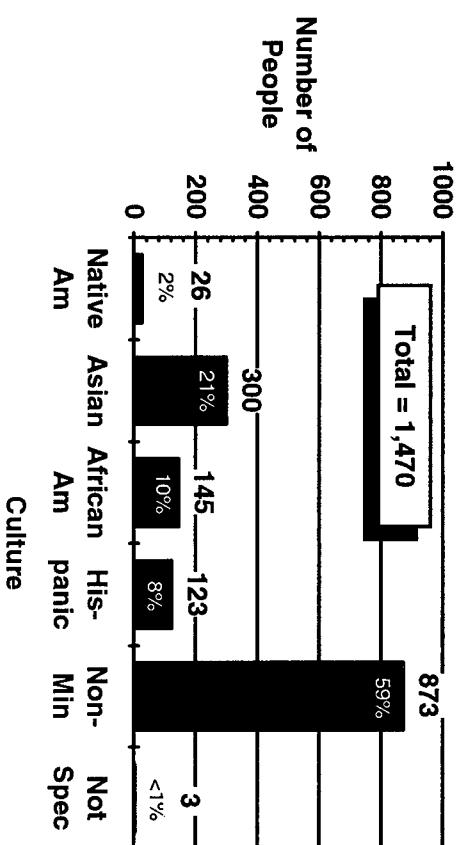
SOUTHERN REGION



SOUTHWEST REGION



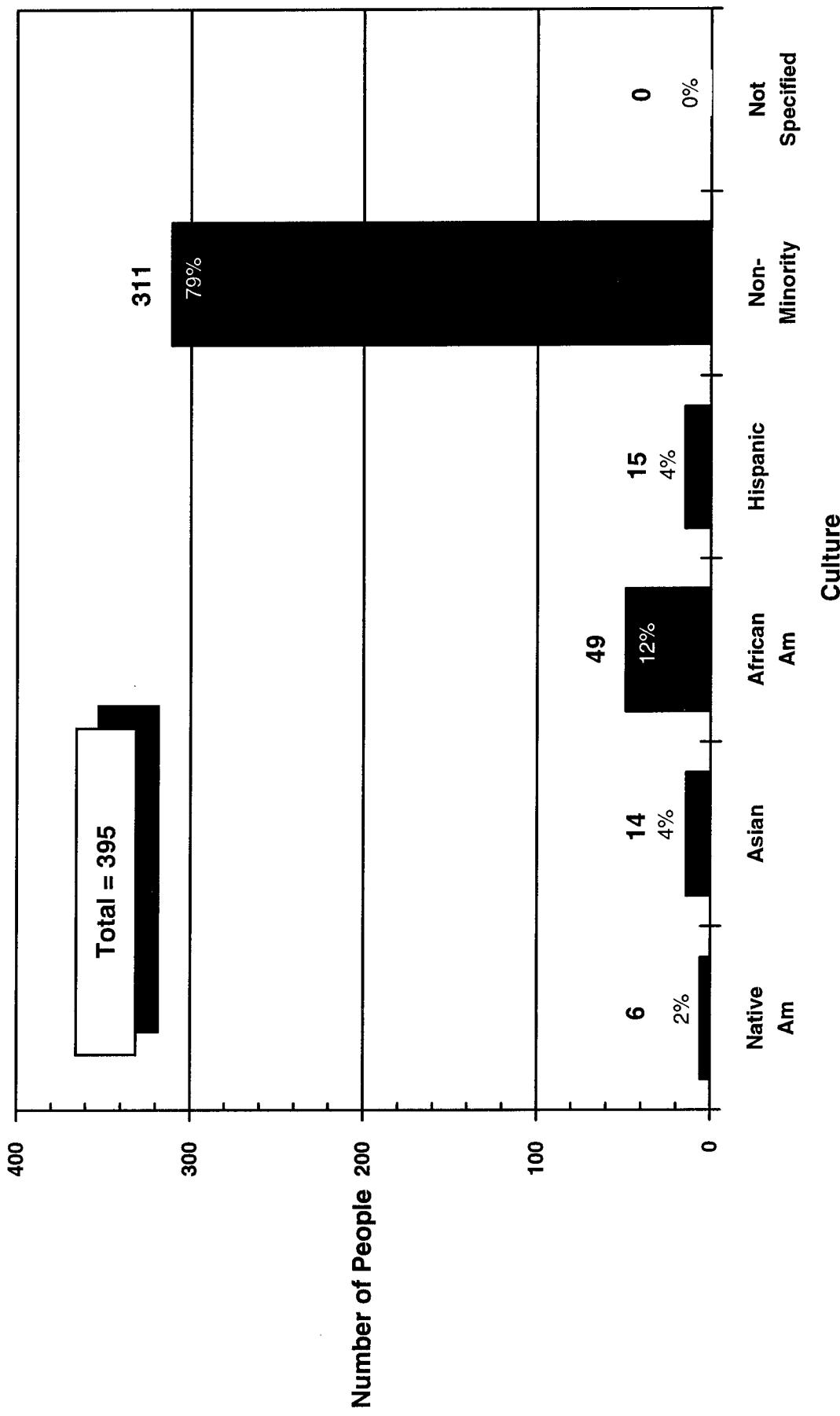
WESTERN PACIFIC REGION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

NATIONAL FIELD SUPPORT GROUP (NSFG) POPULATION
DISTRIBUTION BY CULTURE



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

CULTURE DISTRIBUTION BY PAY PLAN & GRADE
TOTAL POPULATION - 11,227*

Pay Plan & Grade	Native American		Asian		African American		Hispanic		Non-Minority		Non-Specified		Total	
	#	%	#	%	#	%	#	%	#	%	#	%		
GM	13	18	2%	23	3%	56	7%	54	7%	616	80%	0	0%	767
	14	6	1%	20	3%	55	8%	31	4%	589	84%	0	0%	701
	15	10	4%	4	2%	17	7%	10	4%	196	83%	0	0%	237
	1-5	7	2%	15	5%	46	16%	29	10%	195	66%	4	1%	296
	6-10	31	2%	87	6%	191	13%	117	8%	1030	70%	7	0%	1,463
	11	39	3%	65	5%	108	8%	87	6%	1131	79%	6	0%	1,436
GS	12	75	2%	179	5%	314	8%	241	6%	3044	79%	8	0%	3,861
	13	26	1%	115	6%	143	8%	122	7%	1374	77%	2	0%	1,782
	14	1	0%	7	3%	18	9%	10	5%	167	82%	0	0%	203
	1-4	0	0%	0	0%	1	33%	0	0%	2	67%	0	0%	3
	5-7	1	9%	0	0%	0	0%	0	0%	10	91%	0	0%	11
	8	1	6%	3	17%	2	11%	2	11%	10	56%	0	0%	18
WG	9	1	8%	1	8%	2	15%	0	0%	9	69%	0	0%	13
	10	2	2%	5	4%	7	6%	19	15%	87	70%	4	3%	124
	11	16	6%	13	5%	8	3%	20	8%	197	77%	1	0%	255
	12	0	0%	0	0%	0	0%	0	0%	6	100%	0	0%	6
	8	0	0%	0	0%	0	0%	1	20%	4	80%	0	0%	5
	9	0	0%	0	0%	2	15%	0	0%	11	85%	0	0%	13
WS&WL	10	1	4%	0	0%	0	0%	5	20%	19	76%	0	0%	25
	11	0	0%	0	0%	0	0%	2	100%	0	0%	0	0%	2
	12	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
	Total	235	2%	538	5%	971	9%	748	7%	8,703	78%	32	0%	11,227

*Excludes Senior Executive Service (SES) & "Other" Pay Plan categories

Percentages based on population in each Pay Plan/Grade

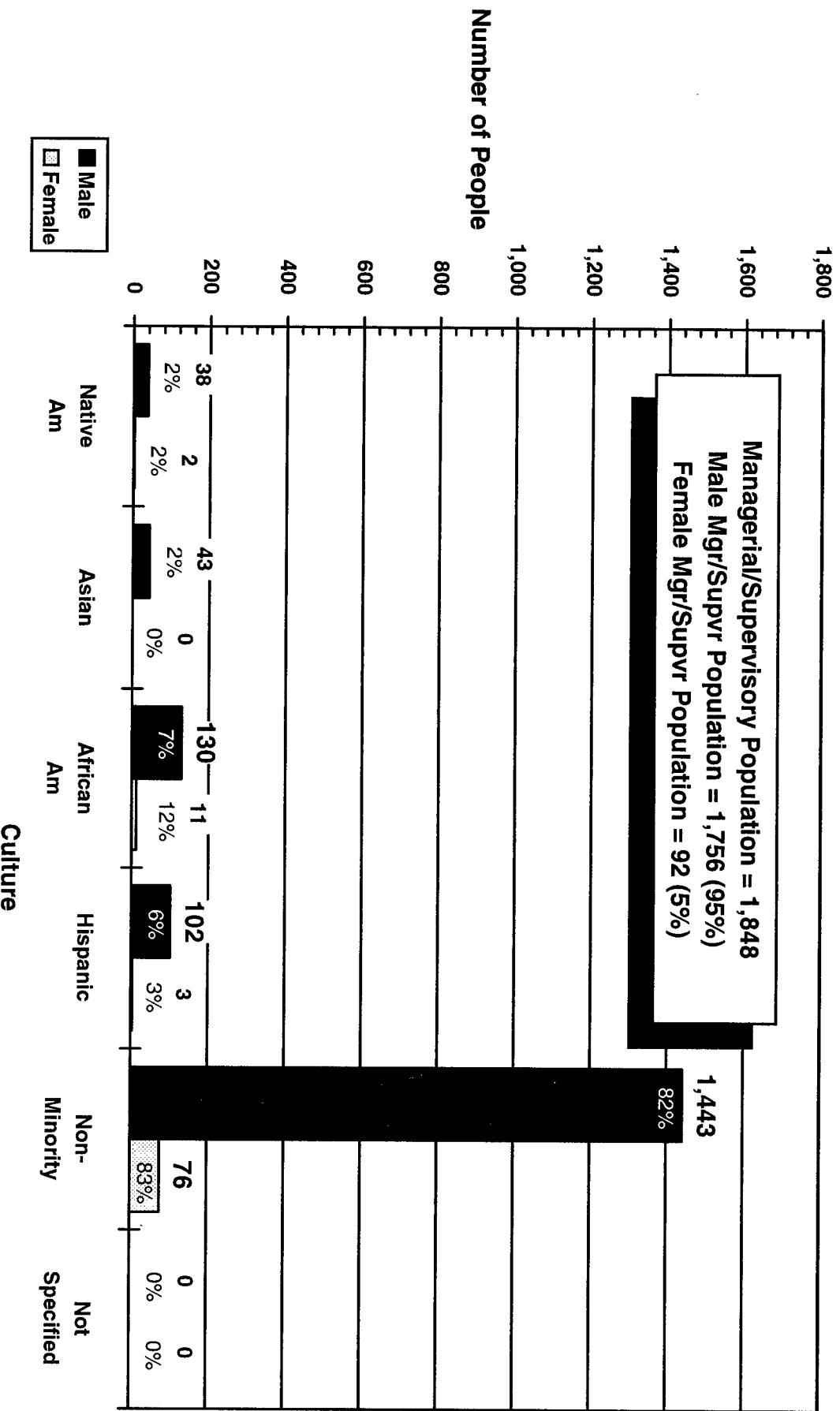
6.3 MANAGERIAL/SUPERVISORY

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

DISTRIBUTION BY GENDER & CULTURE

MANAGERIAL/SUPERVISORY POPULATION



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS

(AS OF SEPTEMBER 30, 1993)

**DISTRIBUTION BY GENDER, CULTURE, & PAY PLAN
MANAGERIAL/SUPERVISORY POPULATION - 1,848**

Culture & Gender	Pay Plan						Total
	SES	GM&GS	WS&WL	#	%	#	
Native American							
Male	0	0%	37	2%	1	3%	38
Female	0	0%	2	0%	0	0%	2
Asian							
Male	1	13%	42	2%	0	0%	43
Female	0	0%	0	0%	0	0%	0
African American							
Male	0	0%	128	7%	2	5%	130
Female	0	0%	11	1%	0	0%	11
Hispanic							
Male	1	13%	96	5%	5	13%	102
Female	0	0%	3	0%	0	0%	3
Non-Minority							
Male	5	63%	1407	78%	31	79%	7443
Female	1	13%	75	4%	0	0%	76
Total							
Male	7	88%	1710	95%	39	100%	1756
Female	1	13%	91	5%	0	0%	92

6.4 MINORITY GENDER

AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

DISTRIBUTION BY CULTURE

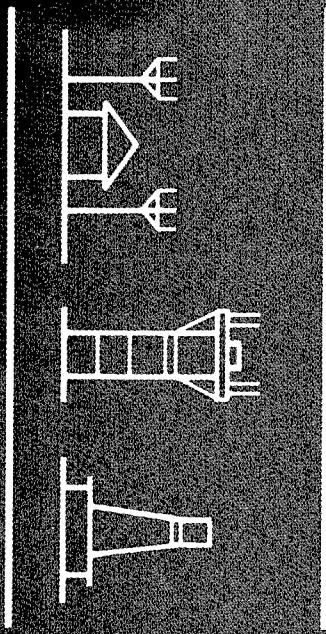
TOTAL MINORITY POPULATION - 2,495

Minority	Male		Female		Total
	#	%	#	%	
Native American	196	83%	39	17%	235
Asian	445	82%	95	18%	540
African American	725	75%	246	25%	971
Hispanic	641	86%	108	14%	749
Total Minority	2,007	80%	488	20%	2,495

Percentages based on population in each Pay Plan/Grade



APPENDIX



AIRWAY FACILITIES WORK FORCE DEMOGRAPHICS
 (AS OF SEPTEMBER 30, 1993)

**RELATIONSHIP OF SYSTEMS MAINTENANCE, FIELD MAINTENANCE, AND
 DEMOGRAPHIC PROFILES POPULATION***

FIELD MAINTENANCE SUBPOPULATION EXAMINED IN DETAIL IN SECTION 5.0		Regional Field	Regional Office	NFSG	Subtotal	DC HQTRS	Total
Direct OPS				8,601	692	347	9,640
Reimbursable OPS				114		114	114
Subtotal				8,715	692	347	9,754
F&E, Reimbursable F&E & No Information		1,410	24	48	1,482		1,482
Total		10,125	716	395	11,236		11,236

END-OF-FY 1993
 SYSTEMS
 MAINTENANCE
 POPULATION

FY 1993 (September 30, 1993).

POPULATION
 IN END-OF-FY
 1993
 DEMOGRAPHIC
 PROFILES

DEMOGRAPHIC PROFILES OF THE AF WORK FORCE QUESTIONNAIRE

In order to make the Demographic Profiles document as useful as possible, we need your input. The following questionnaire was designed to gather your opinions on presentation of the data, content changes, and usefulness of the document. Please answer each question to the best of your ability. Your input will be considered in the production of future issues of the Demographic Profiles. If you have any additional comments or would like to discuss these issues further, please contact Elmer Fraise, Work Force Planning and Development Division, AFZ-200, at (202)267-8620. Thank you in advance for completing this form.

1. What is your position?

2. How does this book help you and your job? (e.g., For what specific tasks are you responsible where this book could be/is of use?)

3. How do you use this document to support the budget process?

4. How do you use this document to support hiring plans?

5. How do you use this document to support training need projections and the "Call for Training"?

6. Do you use the book more often at certain times of the year? When are these times and why are they important?

7. What additional questions would you like this book to help you answer?

8. How should the contents of this document be revised/refined?

9. How could the data be presented in a more easily understandable manner?

10. Do you have any other suggestions that would improve the usefulness of this document?

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APPENDIX

How to Use this Index

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